NEWS
Little education investment in Budget 2008.
See **Page A2**

ACTUALITÉS
Québec : Un modèle de gouvernance fortement contesté
Voir **Page A8**

COMMENTARY
Ronald Glasberg: Bridging academe's assessment divide.
See **Page A9**

Stressed out? Join the club! **A3**
Moncton : intervention du ministre **A5**
RESP bill criticized **A6**
Governance undermined **A8**
Careers **B1**

CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

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Organizing Victory at University of New Brunswick

Wendy Bourque and Saba Mattar, shortly after receiving the good news from the labour board in February.

A CAMPAIGN to unionize part-time faculty and librarians at the University of New Brunswick came to a successful conclusion last month when the provincial labour and employment board issued a certification order recognizing them as a bargaining unit within the Association of University of New Brunswick Teachers.

Part-timers are a fast-growing segment of the UNB faculty and account for a third of all undergraduate teaching at the university, says union president Saba Mattar.

When AUNBT launched its organizing campaign in September 2007, the "yes" vote was far from certain. New Brunswick sets an unusually high bar for certification elections, the Public Service Alliance of Canada had already announced unionizing efforts among UNB's part-timers, and a provincial commission had threatened academic staff at the university's Saint John campus with the prospect of severance from UNB.

Mattar said AUNBT prevailed on all counts, largely due to its "collaboration with the part-timers organizing committee in building support for the AUNBT-affiliated membership drive."

He said there were clear signs of differences between the two campaigns, when both AUNBT and the Alliance filed for certification in November. AUNBT's application proposed 319 part-time members at UNB, while PSAC's application had less than half that number. Alliance organizers subsequently withdrew their intervenor application.

See VICTORY Page A8 ☞

Succès de la campagne de recrutement à l'UNB

Wendy Bourque et Saba Mattar, tout juste après avoir reçu de bonnes nouvelles de la commission du travail en février dernier.

LA CAMPAGNE de syndicalisation des professeurs et des bibliothécaires à temps partiel de l'Université du Nouveau-Brunswick (UNB) s'est traduite le mois dernier par une importante victoire lorsque la commission provinciale du travail et de l'emploi a rendu une ordonnance accréditant l'association du personnel académique de l'Université du Nouveau-Brunswick (AUNBT) comme représentant d'une unité de négociation formée de ce groupe d'employés.

Les membres du personnel enseignant à temps partiel constituent un segment en croissance rapide du corps professoral de l'UNB et sont responsables de l'enseignement de plus du tiers des cours de premier cycle, a fait valoir le président de l'AUNBT, Saba Mattar.

Lorsque l'AUNBT a lancé sa campagne de syndicalisation en septembre 2007, la victoire du « oui » était loin d'être acquise. Le Nouveau-Brunswick impose des exigences inhabituellement élevées en matière d'accréditation syndicale, l'Alliance de la fonction publique du Canada avait déjà fait

Voir SUCCÈS à la page A8 ☞

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Discount Rates Page A5

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Little Education Investment in Budget '08

DESPITE titling his February budget speech "Responsible Leadership," Finance Minister Jim Flaherty didn't offer a coherent vision for post-secondary education and research.

In a carefully hedged document geared at garnering enough opposition support to see the bill through Parliament, the minority governing Conservatives ushered in the federal budget Feb. 26 amid warnings of the "challenge of global economic uncertainty."

Flaherty then announced more than $10 billion towards debt reduction, but ignored the most pressing needs of universities and colleges, said CAUT executive director James Turk.

Aside from the creation of the Canada Student Grant Program, which Turk says is a step in the right direction, and formed through eliminating the Canada Millennium Scholarship Foundation, the budget does little to support students in the current year.

Turk said the government didn't set aside any new money to finance post-secondary education through the Canada Social Transfer – critical funding used to help universities and colleges make education more affordable and ensure staff and students have access to labs, libraries and other necessary resources.

The budget did announce the creation of a new graduate student scholarship fund named in honour of war hero and former governor general Georges Vanier. Federal funding will provide 500 top Canadian and international doctoral students with up to $50,000 annually for three years. As well, a modest "international study stipend" will be made available to 250 Canada Graduate Scholarship recipients who wish to study at international institutions. The stipend will support study for one semester only.

"Admittedly these investments are positive steps, but we can't ignore the fact there's otherwise no funding boost in this budget for Canada's hundreds of thousands of undergraduate students, masters' students or most doctoral students," Turk says. "Unfortunately, the budget is silent on dealing with the real problem – the need for more core funding."

The budget also offered less than five per cent in funding increases for the indirect costs of university research. It also included modest increases for the three federal granting councils, but the new money is targeted to priority areas set by the government.

"We appreciate the new research funding, but we're extremely concerned the federal government is increasingly targeting research funding rather than allowing the priorities to be established by the research community," Turk said.

Graham Cox, chairperson of the Canadian Federation of Students' national graduate caucus, agreed that government targeting of research is a dangerous trend.

"The Conservative government has to get past the idea it has a role in meddling with the university research agenda," he said. "Intervening by setting the priorities for independent research goes against the principles of academic freedom and scholarly inquiry."

Calling the budget's contributions for the granting councils "slim and unbalanced," Cox also denounced the favouring of health and science research over social sciences and humanities.

Both the NDP and Bloc Québécois announced they would vote against the budget bill, but Liberal Leader Stéphane Dion's reluctant support made the point moot.

Because the budget is a matter of confidence, Dion said voting against it would only trigger an election "that Canadians don't want." ■

Le budget fédéral de 2008 : aucun nouveau crédit pour l'éducation

LE BUDGET FÉDÉRAL de 2008 souffre carrément d'un manque de vision cohérente en matière d'éducation postsecondaire et de recherche, même si le ministre des Finances Jim Flaherty a placé tout son discours de présentation, le 26 février dernier, sous le thème « Un leadership responsable ».

Dans un document élaboré avec beaucoup de circonspection en vue d'obtenir des partis de l'opposition un appui suffisant pour que le projet de loi soit adopté par le Parlement, le gouvernement conservateur minoritaire a d'entrée de jeu présenté son budget sur fond de mises en garde face au « défi de l'incertitude économique mondiale ».

Le ministre Flaherty a ensuite annoncé l'affectation de plus de 10 milliards de dollars au remboursement de la dette nationale, sans se préoccuper le moindrement des besoins les plus pressants des universités et des collèges, a déploré le directeur général de l'ACPPU, James Turk.

Mise à part la création du Programme canadien de subventions aux étudiants, qui constitue, selon M. Turk, un pas dans la bonne direction, et qui remplacera la Fondation canadienne des bourses d'études du millénaire, le budget apporte peu de soutien aux étudiants pour l'année en cours.

M. Turk signale que le gouvernement n'a injecté aucun argent neuf au titre de l'éducation postsecondaire dans le Transfert canadien en matière de programmes sociaux – financement crucial qui aurait permis aux universités et aux collèges de rendre l'éducation plus abordable et de garantir au personnel et aux étudiants de ces établissements l'accès aux laboratoires, ressources documentaires et autres installations dont ils ont besoin.

Le budget a annoncé, faut-il souligner, la création d'un programme de bourses d'études supérieures dédiées à la mémoire de Georges Vanier, héros de guerre et ancien gouverneur général. Ces bourses, dont le montant maximum annuel est fixé à 50 000 $, seront octroyées pour au plus trois ans à 500 des meilleurs étudiants au doctorat canadiens et étrangers. Le budget octroiera par ailleurs une modeste allocation à 250 bénéficiaires canadiens de bourses d'études supérieures qui souhaitent étudier dans des établissements étrangers. Cette allocation sera accordée pour un seul semestre.

« Nous saluons certes la mise en place de ces initiatives positives, mais nous ne pouvons pas passer sous silence l'absence dans le budget de toute autre aide financière pour les centaines de milliers d'étudiants canadiens des programmes de baccalauréat, de maîtrise et, en grande partie, de doctorat », a déclaré M. Turk. « Malheureusement, le budget ne s'attaque pas au véritable problème : une augmentation impérative du financement de base. »

Parmi les autres mesures annoncées, le budget alloue une augmentation de moins de cinq pour cent au programme de financement des coûts indirects de la recherche universitaire. Il accorde également aux trois conseils subventionnaires fédéraux de légères augmentations de fonds qui sont, cependant, ciblés sur les secteurs prioritaires déterminés par le gouvernement.

« Nous nous félicitons de l'affectation de nouvelles ressources à la recherche tout en demeurant très inquiets de voir que le gouvernement tende de plus en plus à établir à lui seul les orientations prioritaires de la recherche au lieu de confier cette tâche à la communauté des chercheurs », a noté M. Turk.

Le président du Caucus national des 2e et 3e cycles de la Fédération canadienne des étudiantes et étudiants, Graham Cox, croit lui aussi qu'une telle pratique du gouvernement est porteuse d'une tendance dangereuse. « Il faut que le gouvernement conservateur abandonne l'idée qu'il doit se mêler de la définition des programmes de recherche universitaire. Intervenir ainsi pour établir les priorités de la recherche indépendante contrevient aux principes de la liberté académique et de la recherche érudite. »

Qualifiant de « maigres et mal équilibrés » les crédits budgétaires alloués aux conseils subventionnaires, M. Cox dénonce le fait que la recherche dans les secteurs de la santé et des sciences soit privilégiée par rapport à ceux des sciences sociales et humaines.

Le Nouveau Parti démocratique et le Bloc Québécois ont tous deux annoncé qu'ils voteraient contre la proposition de budget, mais l'appui réticent du chef libéral Stéphane Dion rend l'issue incertaine.

Parce que l'adoption du budget est considérée comme une question de confiance à l'égard du gouvernement, M. Dion estime que voter contre le projet ne servirait qu'à provoquer des élections « dont les Canadiens ne veulent pas ».■

COMMENTARY
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PRESIDENT'S COLUMN

Stressed Out at Work? Join the Club!

By GREG ALLAIN

How well have you been concentrating or relaxing lately? Feeling more tired, anxious, irritable, depressed even? How about having difficulty sleeping? If you experience more than a few of these symptoms on a regular basis, chances are you have joined the legions of academic staff afflicted by work-related stress: welcome to the new academe!

In the early 1980s, a Canadian survey concluded that "professorship was a relatively stress-free occupation." But as we all know, things have changed drastically since then, as a result of numerous transformations in higher learning institutions.

According to Lori Francis, a psychology professor at Saint Mary's University, "Work stress is an increasingly common and alarmingly severe condition that is a major concern for both individual employees and organizations. In fact, occupational stress was noted as one of 10 leading causes of death in the workplace by the [US] National Institute for Occupational Safety and Health. It is commonly considered to be an epidemic in North America."

So what has happened in post-secondary environments to cause stressful conditions? A 2002 survey of occupational stress in Australian universities found academic staff to be highly stressed, due to factors such as "diminishing resources, increased teaching loads and student/staff ratios, pressure to attract external funds, job insecurity, poor management and a lack of recognition and reward." (Catano et al., 2007)

Another national study, conducted in the U.K. in 2005, concluded that "academic staff were stressed by co-workers not pulling their weight, lack of control over decisions affecting their jobs, lack of resources, not being informed about job relevant information, work interfering with home and personal life, insufficient time to do their jobs at the quality level the academics felt necessary, and the level of their pay and benefits." (Catano et al., 2007)

Sound familiar?

We could add other factors to that list, such as the perceived lower levels of preparedness of many students and the cumbersome and ever growing maze of bureaucratic rules that must be followed in all areas, and in particular in research endeavours.

"Work stress is an increasingly common and alarmingly severe condition that is a major concern for both individual employees and organizations."

At the root of all this, we can trace the effects of two key structural processes. The first is the casualization of work in academe, where more and more retiring staff are not being replaced, or are being replaced by contract academic staff, creating profound job insecurity. In the United States, less that a third of the professoriate at degree-granting institutions are tenured or have tenure-track positions. We do not have accurate data for Canada, but anecdotal evidence suggests our trend is headed in that direction.

The second major element of change since the 1980s is the intensification of work. Expectations of scholarly output from junior faculty have ratcheted upwards quite significantly. Widespread use of email has created the expectation that academic staff should be available 24/7. Routine clerical and administrative tasks have been offloaded to academics, turning us into full-time multitaskers if we want to survive

All these factors contribute to work-life imbalance among academics and precipitate anxiety or elevated stress. Bullying, the topic of my January and February columns, could be an additional stressor.

As Canada has a dearth of reliable data on stress in the academic workplace, a team of researchers (Catano et al., 2007) conducted a national survey last year on occupational stress in Canadian universities. The sample included about 1,500 academic staff from 56 universities (a similar study of our college campuses is being conducted this year).

Overall, the researchers found that academic staff had very high levels of stress, a finding similar to what the Australian and U.K. studies reported.

In particular, "A majority, in most cases a large majority, of respondents reported a high level of agreement with stress indicators on seven of the 10 measures we used to assess stress: workload (85%), work scheduling (73%), role conflict (82%), role ambiguity (71%), work-life balance (76%), fairness-administration (55%) and fairness rewards (51%)."

Interestingly, demographic variables such as gender, age and language do not explain much of the variance, although there is greater stress risk for women than men. Other, institutional, stressors are associated with physical health and psychological well-being. This is consistent with the thinking of the European Ministerial Conference on Mental Health (2005), which reported that "Most of the causes of stress concern the way work is designed and the way in which organizations are managed."

The good news is that, despite increasingly stressful working conditions, 65% of respondents said they were satisfied with their jobs, while 60% said they were emotionally committed to their institutions — figures slightly higher than those reported in the Australian study. Still, 13% of respondents said they experience ailments of various kinds, and fully 22% reported relatively high rates of stress-related physical and psychological health problems, again mirroring the results of the Australian survey.

What can be done about rising stress levels? This could be a study in itself, since the situation is so complex, but for now there are a few things collective bargaining could help out with. Negotiating an adequate complement would be a positive start to address *the increasing workload*, for instance. Clarity of language and clear communication of tenure and promotion expectations would reduce much of the anxiety-inducing uncertainty surrounding these key "rites of passage." Another area to consider would be ensuring a fair and equitable work distribution across academic units.

Next month: Francophones in CAUT. Stay tuned! ■

LE MOT DU PRÉSIDENT

Stressé au travail? Vous n'êtes pas le seul!

Par GREG ALLAIN

Vous avez de la difficulté à vous concentrer ou à vous détendre depuis quelque temps? Vous vous sentez fatigué, anxieux, irritable ou même déprimé? Vous avez du mal à dormir? Si vous éprouvez régulièrement plusieurs de ces symptômes, il est fort possible que vous fassiez partie de la légion de membres du personnel académique qui souffrent de stress professionnel. Bienvenue dans le nouveau monde académique!

Au début des années 1980, les auteurs d'une enquête canadienne ont conclu que l'enseignement était une profession relativement peu stressante. Cependant, comme tous le savent, les choses ont beaucoup changé depuis, par suite des nombreuses transformations survenues dans les établissements d'enseignement supérieur.

Selon Lori Francis, professeure de psychologie à l'Université Saint Mary's, « le stress professionnel est un mal de plus en plus courant et alarmant qui préoccupe grandement les employés et les organisations. Pour l'Institut national de la santé et la sécurité au travail (États-Unis), il s'agit même de l'une des dix principales causes de décès au travail. Beaucoup considèrent qu'il y a épidémie de stress professionnel en Amérique du Nord. »

Que s'est-il donc produit dans le milieu de l'enseignement postsecondaire pour causer autant de stress? Une enquête sur le stress professionnel réalisée en 2002 dans des universités australiennes a révélé que le niveau élevé de stress était lié « à l'amenuisement des ressources, à l'augmentation de la charge d'enseignement et du rapport étudiants/professeurs, aux pressions exercées pour trouver des sources de financement externe, à l'insécurité de l'emploi, à la mauvaise gestion et au manque de reconnaissance et de récompenses ». (Catano et al., 2007)

Les auteurs d'une autre enquête nationale, menée au Royaume-Uni en 2005, ont conclu que « les membres du corps professoral étaient stressés notamment par le fait que leurs collègues ne faisaient par leur part de travail, par l'absence de contrôle sur les décisions touchant leur emploi, par le manque de ressources, par le fait qu'on ne leur donnait pas les renseignements voulus concernant leur emploi, par les incompatibilités entre leur travail et leur vie familiale et privée, par le manque de temps pour faire leur travail à un niveau de qualité qu'ils jugeaient nécessaire, et par le niveau de leur rémunération et de leurs avantages sociaux. » (Catano et al., 2007)

Ça vous dit quelque chose?

Nous pourrions ajouter d'autres facteurs, notamment la perception qu'un grand nombre d'étudiants possèdent une préparation insuffisante, et les formalités administratives lourdes et de plus en plus nombreuses qu'il faut respecter dans tous les secteurs, en particulier celui de la recherche.

Le phénomène tire sa source des effets de deux grands processus structurels. Le premier est la précarisation du travail dans le milieu académique, où de plus en plus de membres du personnel prenant leur retraite ne sont pas remplacés ou le sont par des contractuels, ce qui crée une profonde insécurité. Aux États-Unis, moins du tiers des professeurs des établissements conférant des grades universitaires occupent un poste permanent ou menant à la permanence. Bien qu'il n'existe pas de données exactes dans ce domaine pour le Canada, nous pouvons conclure d'après des renseignements non scientifiques que nous allons dans la même direction.

Le deuxième élément important de changement survenu depuis les années 1980 est l'intensification du travail. Les attentes en termes de performance pour les professeurs débutants ont beaucoup augmenté. L'usage généralisé du courrier électronique a fait en sorte qu'on s'attend à ce que le personnel académique soit disponible 24 heures sur 24, 7 jours sur 7. Des fonctions administratives courantes ont été refilées au personnel académique, l'obligeant à effectuer des tâches multiples à plein temps pour pouvoir survivre. Tous ces facteurs, auxquels pourrait s'ajouter la victimisation, sujet de mes chroniques de janvier et février, contribuent au déséquilibre entre la vie professionnelle et la vie personnelle des membres du personnel académique et leur causent de l'anxiété ou un niveau élevé de stress.

Étant donné que le Canada possède très peu de données fiables sur le stress dans le milieu académique, une équipe de chercheurs (Catano et al., 2007) a mené l'an dernier une enquête nationale sur le stress professionnel dans les universités canadiennes. L'échantillon utilisé incluait quelque 1 500 professeurs de 56 universités (une étude semblable est réalisée cette année dans nos collèges).

Dans l'ensemble, les chercheurs ont constaté que le personnel académique éprouvait un niveau de stress très élevé, conclusion semblable à celle des études australienne et britannique. En particulier, ils ont déclaré ce

Voir STRESSÉ à la page A5

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LETTERS

Time to quit

IT IS WITH disbelief and certainly no admiration that I read what measures Michael Somerton took to continue teaching, "With Help after Stroke, I Taught as Well as Ever" (*Bulletin*, February 2008).

This gentle-looking 65-year-old lecturer in sociology, at 64, suffered a massive and most debilitating stroke and other major illnesses. With the help of an army of physicians, therapists and nurses, however, he managed to reacquire sufficient skills to resume his teaching, although considerably diminished in so many ways, in a wheelchair and with the help of a "support worker."

His assistant is there to open the door for him, to summarize his exposition on the whiteboard during his lectures, to accompany him to the toilet and to be available for any other necessities.

With the help of his union and the argument that "withholding . . . the contract was arguably discriminatory," he let the university know it owed him "reasonable adjustments," and all this because he just "couldn't give up," a rather selfish reason.

Here we have a lecturer with a pension who has taught for 43 years and cannot imagine any other activity because apparently he has no other passion, interest or skill – a truly one-dimensional man. I wonder how interesting his lectures may be, and he thinks that his department could hardly continue without him and that the young are not looking for appointments!

Before I retired four years ago, I taught with as much enthusiasm as I did 30 years earlier. I simply loved my profession and like to think I exercised it well. The last four years, however, have been so rich with fascinating projects that I have not missed my students for a second and my colleagues even less. It looks as if I need two lifetimes to do what for 30 years I was obliged to postpone.

How fair and ethical is it, after we have had our chance, to impose ourselves on students and institutions to cover up our self-serving reasons? I would be more sympathetic if I read that Somerton pays his assistant out of his own pocket.

Heinz Klatt
Emeritus Professor of Psychology
King's University College
University of Western Ontario

Nominations for CAUT Executive Committee

NINE candidates have been nominated for position vacancies on CAUT's executive committee. Elections will take place May 1-4 in Ottawa during CAUT's Council meeting. ■

Candidatures au Comité de direction

NEUF personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU. Des élections auront lieu à Ottawa du 1er au 4 mai lors de l'assemblée du Conseil de l'ACPPU. ■

Nominees Candidatures

President/Présidente
Penni Stewart (York)

Vice-President/Vice-président
Wayne Peters (PEI)

Treasurer/Trésorier
John Baker (Calgary)

Members-at-large
Membres ordinaires
Glenn Chapman (Simon Fraser)
Cindy Oliver (FPSE)
Suzanne Prior (St. Thomas)
Yaroslav Senyshyn (Simon Fraser)

Committee Chairs
Président(e)s des comités

CBEB/NCAE
Doug Lorimer (Wilfrid Laurier)

Librarians/Bibliothécaires
Francesca Holyoke (UNB)

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NEWS ACTUALITÉS

Tentative Deal at Guelph

A TENTATIVE settlement has been reached between the University of Guelph and the University of Guelph Faculty Association on a first collective agreement for 826 campus faculty, librarians and veterinarians.

The settlement, announced March 13 after six days of mediation, follows more than a year of negotiations and a February membership vote on a 30-day deadline to get a contract or call a strike.

"We believe it's a good offer," said union president Glen Filson. "It addresses our number one issue — compensation and significantly entrenches faculty rights."

Further details are being withheld pending ratification.

UGFA was certified as a union in August 2006. ■

Stressé

☞ suite de la PAGE A3

qui suit : « La majorité, et dans la plupart des cas une grande majorité, des répondants se sont dits fortement d'accord avec les indicateurs de stress dans le cas de sept des dix variables utilisées pour évaluer le stress : la charge de travail (85 %), les horaires de travail (73 %), les conflits de rôles (82 %), la confusion des rôles (71 %), la conciliation travail-vie privée (76 %), l'équité de l'administration (55 %) et l'équité en matière de récompenses (51 %). »

Fait intéressant, de nombreux écarts ne peuvent être expliqués par les variables démographiques comme le sexe, l'âge et la langue, bien que le risque de stress soit plus grand pour les femmes que pour les hommes. D'autres facteurs de stress, d'ordre institutionnels, ceux-là, concernent la santé physique et le bien-être psychologique. C'est ce qu'a confirmé la Conférence ministérielle européenne sur la santé mentale (2005), qui a déclaré que : « La plupart des causes du stress ont trait à la façon dont le travail est conçu et dont les organisations sont gérées. »

La bonne nouvelle, c'est que, en dépit de conditions de travail de plus en plus stressantes, 65 % des répondants se sont dits très satisfaits de leur travail, et 60 % ont déclaré être psychologiquement attachés à leur établissement d'enseignement, chiffres légèrement supérieurs à ceux rapportés par l'enquête australienne. Il n'en demeure pas moins que 13 % des répondants ont signalé éprouver divers problèmes de santé, 22 % ayant signalé un pourcentage relativement élevé de problèmes physiques et psychologiques associés au stress, résultats qui s'apparentent aussi à ceux de l'enquête australienne.

Que peut-on faire au sujet de l'augmentation du niveau de stress? Cette question pourrait à elle seule faire l'objet d'une étude, étant donné la complexité du phénomène. Pour l'instant, mentionnons quelques problèmes que la négociation collective peut nous aider à régler. Par exemple, la négociation d'un effectif adéquat (plancher d'emplois) constituerait une bonne façon d'aborder le problème de la charge de travail croissante. La clarté du langage employé et de la communication des attentes en matière de permanence et de promotion réduirait une grande partie de l'incertitude génératrice d'anxiété qui découle de ces importants « rites de passage ». Une autre intervention possible consisterait à assurer une juste répartition du travail entre les diverses unités académiques.

Chronique du mois prochain : les francophones au sein de l'ACPPU. Restez à l'écoute! ■

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Minister Appoints Conciliation Board for Moncton Contract Negotiations

PATRICE BELOT

Appointment of a conciliation board comes against a backdrop of unrest at the University of Moncton fuelled in part by unsuccessful contract negotiations.

NEW BRUNSWICK'S labour minister has prevented the University of Moncton's academic staff from going on strike before the end of the term.

Ed Doherty refused to issue a "no board" report that would have put the university and the union in a legal strike-lockout position, after a provincial conciliator failed to help the two sides reach a settlement in their lengthy negotiations. Instead he ordered the appointment of a conciliation board to resolve the impasse — a rarely used process, and a first for the province's post-secondary education sector.

By the time the conciliation board is appointed, hears arguments and submits its recommendations to the minister, the academic year at the university will be over. The union is prohibited from taking a strike vote until seven days after the minister forwards the board's report to the parties.

"We have concerns about the minister's actions," Michèle Caron, president of the academic staff union, said in denouncing Doherty's hard line approach to resolving the stalled contract talks.

"Formally, it's not taking away our right to strike," she said, "but in practice that is what it's doing."

CAUT executive director James Turk said the decision is in no one's interests.

"The province's mediator had found the parties too far apart to allow resolution of the dispute," he said. "A board will have no better luck. In fact, it will make matters worse.

"Faculty members rightly perceive the province's action as biased against them and will be less likely to compromise. The employer has no incentive to compromise as long as it knows the union can't strike."

Caron says the administration's last offer made at the end of January isn't enough to curb what she described as the deterioration of working conditions and programs at the university.

The union wants parity for its members with academic staff at the University of New Brunswick on wages, (promised to the union in the 2000 round of bargaining), a reduction in the maximum teaching course load, equity for limited-term appointees and language protecting the complement of academic staff.

The last contract between the university and 300-strong union expired in June 2007. ■

Nouveau-Brunswick : intervention du ministre dans un conflit de travail

L'INTERVENTION du gouvernement du Nouveau-Brunswick dans le conflit qui oppose l'Association des bibliothécaires, professeures et professeurs de l'Université de Moncton (ABPPUM) à la direction de l'établissement empêche les syndiqués de déclencher la grève avant la fin du semestre en cours.

En effet, le ministre du Travail Ed Doherty a choisi de nommer une commission de conciliation pour dénouer l'impasse dans les longues négociations — une mesure exceptionnelle et sans précédent dans le secteur de l'éducation postsecondaire de la province. La décision du ministre est tombée alors que l'université et le syndicat satisfaisaient aux conditions établies pour déclencher une grève ou un lock-out par suite de l'incapacité du conciliateur provincial à amener les deux parties à une entente.

D'ici à ce que la commission de conciliation soit constituée, qu'elle tienne des audiences et qu'elle soumette ses recommandations au ministre, la session universitaire sera terminée. Le syndicat ne pourra pas tenir un vote de grève dans les sept jours après que le ministre aura transmis le rapport de la commission aux parties.

La présidente de l'ABPPUM, Michèle Caron, a dénoncé l'approche musclée adoptée par le ministre Doherty pour régler l'impasse dans les négociations.

« Officiellement, cette mesure ne nous enlève pas notre droit de faire la grève, mais dans la pratique elle nous en prive bel et bien. », a déclaré Mme Caron.

Pour le directeur général de l'ACPPU, James Turk, la décision du gouvernement n'est dans l'intérêt de personne.

« Le médiateur provincial avait déjà jugé les positions des parties irréconciliables. La commission de conciliation n'aura pas plus de chances de réussir. En fait, elle ne servira qu'à envenimer la situation. », a noté M. Turk.

« Les membres du corps universitaire ont raison de croire que cette mesure se fera à leur détriment, et ils seront moins enclins à faire des concessions. Quant à l'employeur, rien ne l'incitera à transiger tant que le syndicat sera privé du droit de grève. »

La nomination d'une commission de conciliation intervient à un moment où l'Université de Moncton traverse une crise accentuée en partie par l'échec des négociations.

Selon Mme Caron, la dernière offre faite par la direction à la fin de janvier ne suffit même pas à juguler ce qu'elle décrit comme la détérioration des conditions de travail et des programmes à l'université.

Le syndicat revendique pour ses membres la parité salariale avec les professeurs et les bibliothécaires de l'Université du Nouveau-Brunswick (ce qui leur avait été promis lors des négociations de 2000), un allègement de la charge d'enseignement maximale, l'équité pour les titulaires de postes à durée limitée ainsi que l'inclusion dans la convention de dispositions sur la protection des effectifs.

La dernière convention conclue entre l'université et les 300 membres du syndicat est expirée depuis juin 2007. ■

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NEWS ACTUALITÉS

Liberal RESP Bill Criticized

A PRIVATE member's bill endorsed by the House of Commons this month making registered education savings plans dollar-for-dollar tax deductible is being condemned by faculty and student groups, who say the tax break won't help make post-secondary education more accessible for most students and their families.

Amanda Aziz, national chairperson of the Canadian Federation of Students, says only wealthier families will benefit from the legislation to allow up to $5,000 a year in RESP contributions to be tax deductible.

"Liberal MP Dan McTeague's bill is a bad use of scarce resources," Aziz said. "It will cost about $1 billion a year. Reducing tuition fees and increasing needs-based grants would be a far more equitable way of providing assistance to students."

Recent Statistics Canada figures show that RESPs already tend to benefit upper-income families who can afford to make the contributions.

CAUT president Greg Allain also criticized the bill, saying the $1 billion would be better spent on research funding and supplementing universities' budgets.

"We need an increase in core funding for colleges and universities and a renewed investment in basic research through the granting councils," Allain said.

"It's very disappointing the three opposition parties joined together to get this ill-conceived bill through the house, and we will work with students and other partners to see that it's defeated." ■

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CAUT ACPPU BULLETIN

NEWS ACTUALITÉS

Rejet d'une poursuite pour discrimination intentée par une étudiante de la Colombie-Britannique

À L'ISSUE d'une bataille juridique de six ans, quatre professeurs de l'Université de la Colombie-Britannique (UBC) sont sortis victorieux d'une poursuite qui menaçait leur liberté académique.

En janvier dernier, la Cour suprême de la Colombie-Britannique a rejeté une action civile intentée en 2002 par Cynthia Maughan, une étudiante diplômée de la UBC. Cette dernière alléguait que sa professeure d'anglais Lorraine Weir avait fait preuve à son endroit de discrimination fondée sur le fait qu'elle était de religion chrétienne. La cour a conclu qu'aucun élément de preuve ne permettait à un jury raisonnablement instruit de trancher en faveur de l'étudiante. L'ACPPU a depuis appris que Mme Maughan avait interjeté appel de la décision.

Tout d'abord, après avoir épuisé les autres recours internes, Mme Maughan en a appelé auprès du sénat de la UBC de la note finale reçue pour le cours de Mme Weir. Les procédures internes de règlement des plaintes et d'appel s'étant soldées par un échec, elle a intenté une poursuite civile devant la Cour suprême de la Colombie-Britannique.

En 2003, Mme Maughan a déposé une plainte pour violation des droits de la personne contre Mme Weir, trois autres professeurs de la UBC, l'université, l'association du personnel académique de la UBC et l'ACPPU.

En janvier 2006, le Tribunal des droits de la personne de la Colombie-Britannique a rejeté sommairement la plainte de Mme Maughan. Deux mois plus tard, celle-ci présentait une demande d'examen judiciaire du rejet du tribunal, mais elle n'a pas poursuivi ce recours jusqu'à maintenant.

Selon Rosemary Morgan, conseillère juridique principale de l'ACPPU, la poursuite civile de Mme Maughan était inattendue, étant donné que la loi invoquée n'avait pas encore été entièrement soumise à l'épreuve des tribunaux.

Mme Maughan prétendait que les quatre professeurs et la UBC avait fomenté la haine à son endroit en raison de sa religion, ce qui contrevenait à la *Civil Rights Protection Act* (loi sur la protection des droits civils) de la Colombie-Britannique. Aucune autre province n'a adopté de loi semblable.

Contrairement au *Code des droits de la personne*, la *Civil Rights Protection Act* est une loi quasi criminelle en vertu de laquelle l'incitation à la haine envers des personnes en raison leur religion ou d'autres caractéristiques faisant l'objet d'une protection, comme le sexe et les déficiences, constitue une infraction. Elle s'apparente au *Code des droits de la personne*, mais, contrairement à celui-ci, elle exige qu'on fasse la preuve de l'intention de fomenter la haine. Elle diffère du *Code criminel*, qui n'exige pas la preuve de l'intention d'inciter à la violence.

« Dans le cas de Mme Maughan, il n'y avait ni preuve d'incitation à la haine à son endroit, ni preuve de l'intention de fomenter la haine en raison de sa religion », a expliqué Mme Morgan.

L'intérêt principal de la décision rendue est que la cour a su percevoir le risque que représentait la demande de la plaignante pour la liberté d'expression des universitaires : « La justice doit s'abstenir d'intervenir dans la conduite des affaires chaque fois que les questions en jeu concernent

> **« C'est une cause qui a échoué parce qu'elle reposait sur des suppositions, des insinuations et des conjectures. »**

des déclarations et des communications effectuées dans le contexte d'une exploration d'idées, aussi controversées et provocantes que puissent être ces idées. »

Mme Maughan avait allégué en autres que Mme Weir et les trois collègues qui ont soutenu cette dernière après que Mme Maughan eut présenté une plainte à l'administration avaient fait preuve de discrimination à son endroit en raison de sa religion, Mme Weir sachant que Mme Maughan était chrétienne et ayant permis la tenue d'une classe un dimanche.

Mme Maughan avait participé à la classe où l'on avait établi le calendrier du cours et n'avait pendant un bon moment présenté officiellement aucune objection à la tenue d'une classe un dimanche. Lorsqu'elle s'y est finalement objectée, Mme Weir a accepté qu'elle présente un travail personnel de remplacement, conformément à la politique de la UBC, mais Mme Maughan a déclaré que le fait de ne pas modifier le calendrier constituait une incitation à la haine.

Mme Maughan a ajouté que la critique faite par Mme Weir de son travail écrit équivalait à fomenter la haine à son endroit en raison de sa religion.

La cour a non seulement déclaré que cette critique ne pouvait constituer de l'incitation à la haine, puisque les discussions et les communications n'ont eu lieu qu'entre Mme Weir et Mme Maughan et que personne n'avait été au courant de la critique, mais elle a également fait valoir que les professeurs ont pour rôle de critiquer le travail des étudiants.

La cour a soutenu que, si la critique peut parfois causer un malaise aux étudiants, en particulier quand elle a trait à des sujets difficiles, et si les croyances religieuses peuvent susciter ce malaise, il n'appartient pas aux tribunaux de superviser le dialogue entre professeurs et étudiants ni la critique des professeurs ou le processus suivi dans les établissements d'enseignement lorsqu'il n'existe pas de preuve manifeste qu'il y a incitation à la haine fondée sur la religion.

La cour a statué que la réaction de Mme Weir aux plaintes que Mme Maughan a présentées à l'université ainsi qu'à la poursuite ultérieure et à la plainte pour violation des droits de la personne de Mme Maughan était raisonnable dans les circonstances. « ... Mme Weir n'a fait que présenter publiquement des commentaires sur des questions déjà rendues publiques par la poursuite et par l'ancien avocat de Mme Maughan. Aucun élément des commentaires ne pouvait être vu comme une façon de léser les droits civils de Mme Maughan ou de fomenter la haine ou le mépris fondé sur l'infériorité de cette dernière par rapport aux autres étudiants. Les déclarations ne dénotent aucun racisme à l'endroit de Mme Maughan, ni même par déduction; elles indiquent que, "comme on pouvait s'y attendre", la matière controversée du cours a contrarié Mme Maughan. »

Le juge A.F. Cullen a conclu en ces termes : « C'est une cause qui a échoué parce qu'elle reposait sur des suppositions, des insinuations et des conjectures. »

La cour a fait remarquer que le niveau de preuve requis — en l'occurrence que la preuve soit faite de l'intention de fomenter la haine envers quelqu'un en raison de sa religion — est une norme qui, « bien qu'elle ne prive pas les personnes lésées du droit à un recours en raison d'un comportement malveillant ou immoral, est néanmoins nécessaire pour faire avancer la liberté académique, principe essentiel à une université et au milieu qu'elle sert, et la liberté d'expression, élément crucial pour le fonctionnement d'une société libre et démocratique. »

Au nom de l'association du personnel académique de la UBC, l'ACPPU a fourni des services de représentation juridique à Mme Weir et à ses collègues pendant toute la durée de cette affaire. ■

La décision intégrale de la cour [en anglais seulement] peut être consultée à l'adresse suivante : www.courts.gov.bc.ca/jdb-txt/sc/08/00/2008bcsc0014err1att.htm.

Traduit de l'article « BC Student Discrimination Lawsuit Dismissed » (*Bulletin de l'ACPPU*, février 2008).

2007 Tax Savings

THE MARCH 19, 2007 federal budget tabled by the Conservative government introduced numerous income tax changes. Some of these proposals have been enacted into law and other proposals are still making their way through the parliamentary process. In addition, Finance Minister Jim Flaherty's economic statement of Oct. 30, 2007 brought in a tax reduction and additional tax changes. Some of the more significant proposed changes of the 2007 budget and economic statement are included in the following outline:

- basic personal amount increased to $9,600 for 2007 and 2008, and to $10,100 for 2009;
- spousal amount and equivalent to spouse amount increased to same as basic personal amount, starting in 2007. The credit is reduced for spousal income greater than zero (previously greater than $759 in 2007);
- starting in 2007, weekly transit passes now qualify for the public transit amount if they cover a period of at least 20 days in a 28-day period;
- new child amount of $2,000 beginning in 2007;
- beginning in 2007, new children's fitness tax credit of up to $500 of eligible fees for extracurricular physical activity programs;
- new working income tax benefit of up to $500 for lower-income taxpayers, for 2007 and subsequent years;
- lowest tax rate reduced to15% from 15.5% for income up to $37,178. The next rate is 22% for income over $37,178 up to $74,357. The lowest tax rate will be indexed for subsequent taxation years;
- RRSPs and RPPs now mature at age 71 (from age 69), meaning individuals can now contribute to RRSPs and RPPs until the year in which they turn 71 to the extent there is available contribution room;
- registered education savings plan annual contribution limit of $4,000 has been eliminated, lifetime plan limit increased to $50,000 (from $42,000), maximum annual contribution qualifying for the 20% Canada Education Savings Grant increased to $2,500 (from $2,000) for 2007 and future years and no change to the lifetime cumulative government credit of $7,200;
- new Registered Disability Savings Plan in 2008;
- exemption from income tax of scholarships, fellowships and bursaries extended to elementary and secondary school students;
- maximum annual employer and employee Canada Pension Plan contributions for 2008 increases to $2,049.30 (from $1,989.90). Same increase for the Quebec Pension Plan;
- 2008 automobile deduction limit increases to $0.52/km for the first 5,000 km driven and $0.46/km for each additional km (2007 rates were $0.50/km for the first 5,000 km and $0.44/km for each additional km);
- RRSPS contribution limits — $19,000 for 2007, $20,000 for 2008, $21,000 for 2009, $22,000 for 2010 and indexed thereafter;
- lifetime capital gains exemption on qualified properties increased to $750,000 (from $500,000) for dispositions on or after March 19, 2007.

It is important to note one of the proposals in the fall 2006 economic statement by the federal government. Effective Jan. 1, 2007 Canadian residents may split up to one half of their eligible pension income with their spouse or common law partner. There is a definition of eligible pension income depending on the age of the individual. This is a tremendous opportunity for couples to split pension income on a tax effective basis.

Expanded income tax information can be found at www.caut.ca. CAUT's 2007 Tax Guide, prepared by Roy Williams, *Rheaume Williams Kalbfleisch* Chartered Accountants, Ottawa, Ontario, can be downloaded (Adobe Acrobat format) from the CAUT website, or obtained by calling 613-820-2270.

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HOMEWORK!

The Befuddled Clerk

I bought four items at a 7-11 store. The clerk tried to determine the cost by multiplying the four prices and came up with the total of $7.11. When I pointed out his error, he acknowledged he should have added the prices instead. Adding the four prices again gave the total of $7.11. What are the prices of the four items?

Homework! comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. **Answer on page A8.**

NEWS ACTUALITÉS

Quebec: University Governance Report Undermines Openness and Transparency

RECOMMENDATIONS contained in a report ostensibly aimed at improving university governance in Quebec would achieve the opposite result, CAUT is warning.

The September 2007 report of a working group mandated by the Institute for Governance of Private and Public Organizations is both "insubstantial and disappointing," said CAUT executive director James Turk. "It offers a model that is antithetical to the tradition of good university governance."

That tradition is one adopted overwhelmingly by most Canadian universities since the 1906 Flavelle Commission highlighted a bicameral model of collegial governance — one which includes both a board of governors and a senate working together in the best interests of the university community.

Instead, the 19-page untitled report largely ignores discussion of senate functions and recommends focusing power in the hands of "independent" board members with no ties to the university.

The Fédération québécoise des professeures et professeurs d'université (FQPPU) said it's also disturbed about the report's stance, and called certain aspects of the report "astonishing."

Twelve wide-ranging recommendations in the report touch on issues as disparate as the importance of defining a mission statement as a touchstone of governance, to the ways and means of constituting an efficient and appropriate board of governors.

The 10 members of the working group, which was chaired by Professor Jean-Marie Toulouse of HEC Montreal, state that 15 is the optimal number of board members, of which about 66 per cent, including the chair, should be "independent," or external to the university community.

The report also states that inclusion of non-voting members, even those without the right to speak, is "not conducive to sound governance," and that "these people should not be present when decisions are made."

As well, the group recommends the creation of three powerful "statutory" committees — audit, governance and ethics, and human resources — comprising "independent" members only.

"They recommend a board that effectively operates in private, with no observers allowed, and puts control exclusively in the hands of external members," Turk notes. "The three committees that must make so many important decisions are also made up of external members — people not part of the university community."

Such a system would deny the established university tradition of operation as a community, with members of that community playing a role in their own governance, he added.

The concentration of power in a "new oligarchy of managers" flies in the face of the need for transparency and accountability, according to a statement issued by the FQPPU in response to the report.

In a similar joint statement issued recently by the Concordia University Faculty Association and the McGill Association of University Teachers, the parties said: "Bicameral governance based on a senate and board of governors is essentially ignored . . . the very idea of a senate is viewed as either a paradox or a challenge and it is dismissed without further discussion. The fundamental role of collegial governance is never mentioned."

Turk also condemned the recommendation that candidates for university president be nominated by a committee consisting of external members only, and then ultimately weighed and chosen in secret by the full board. ■

Victory

☞ From PAGE A1

Mattar called the outcome good news for the academic community.

"Organizationally, the successful drive ensures we're better coordinated to deal with crises such as the one that engulfed the Saint John campus last fall," he said.

Part-time UNB teacher and union activist Wendy Bourque said this represents a big step forward in securing fairer terms and conditions of employment for part-time academics.

"Despite our central role, UNB's part-timers have been invisible because we lacked a unified voice. Membership in AUNBT gives us an opportunity to win the respect and practical improvements we deserve," she said.

CAUT-affiliated faculty associations now represent contract academic staff at 25 Canadian universities. ■

Succès

☞ suite de la PAGE A1

part de ses initiatives de syndicalisation auprès des membres à temps partiel de l'UNB, et le personnel académique du campus de St. John était confronté à la perspective d'être licencié de l'UNB par suite d'une recommandation d'une commission provinciale.

Finalement, l'AUNBT s'est imposée sur tous les fronts, grâce en grande partie à la « collaboration engagée avec le comité de syndicalisation du personnel à temps partiel pour rallier des appuis à la campagne de recrutement de membres affiliés à l'AUNBT », s'est félicité M. Mattar.

Il existait, selon lui, des écarts très nets entre les campagnes menées par l'AUNBT et par l'Alliance au moment où les deux syndicats ont déposé une requête en accréditation en novembre. L'AUNBT proposait de représenter 319 membres à temps partiel de l'UNB, alors que l'Alliance visait moins de la moitié de ce nombre. Les organisateurs de l'Alliance ont par la suite retiré leur requête.

M. Mattar voit dans ce résultat la marque de bonnes perspectives pour la communauté académique. « Sur plan organisationnel, le succès de cette campagne renforcera nos capacités de coordination face à des crises comme celle qui a frappé le campus de Saint John l'automne dernier. »

Pour Wendy Bourque, professeure à temps partiel à l'UNB et militante syndicale, cette importante avancée permettra d'assurer des conditions de travail plus justes aux membres du personnel académique à temps partiel.

« Malgré la place centrale qui lui revient, le personnel contractuel de l'UNB demeurait invisible, car nous n'avions pas de voix unifiée. L'AUNBT nous a fourni l'occasion de gagner le respect et les améliorations pratiques que nous méritons », a dit Mme Bourque.

Les associations de personnel académique affiliées à l'ACPPU représentent maintenant des membres contractuels en poste dans 25 universités canadiennes. ■

Québec : un rapport sur la gouvernance des universités fortement contesté

LES recommandations d'un rapport ayant prétendument pour objet d'améliorer la gouvernance des universités du Québec produiraient en fait le résultat contraire, met en garde l'ACPPU.

Le rapport de septembre 2007 d'un groupe de travail mandaté par l'Institut sur la gouvernance d'organisations privées et publiques est à la fois « inconsistant et décevant », a déclaré le directeur général de l'ACPPU, James Turk. « Il propose un modèle tout à fait contraire à la tradition de saine gouvernance pratiquée dans les universités. »

Cette tradition est celle que la grande majorité des universités canadiennes ont adoptée depuis que la Commission royale Flavelle créée en 1906 a recommandé l'établissement d'une nouvelle structure bicamérale de gouvernance collégiale où un conseil d'administration et un sénat travaillent conjointement pour servir au mieux les intérêts de la communauté universitaire.

Au lieu de cela, le rapport sans titre de 19 pages fait pratiquement abstraction des fonctions du sénat et recommande de concentrer le pouvoir entre les mains de membres « indépendants » du conseil qui n'ont pas de liens avec l'université.

La Fédération québécoise des professeures et professeurs d'université (FQPPU) se dit elle aussi préoccupée par l'orientation du rapport et elle juge même « stupéfiants » certains aspects du document.

Les douze recommandations formulées dans le rapport portent sur des questions aussi diversifiées et disparates que l'importance des liens entre la mission et la gouvernance jusqu'aux moyens de constituer un conseil d'administration efficace et efficient.

Les dix membres du groupe de travail présidé par le professeur Jean-Marie Toulouse de HEC Montréal estiment que le conseil doit être composé d'au plus 15 membres, dont la majorité d'entre eux (soit environ 66 %), y compris le président, devraient être des membres « indépendants » ou externes qui ne sont pas apparentés à la communauté universitaire.

Le groupe de travail précise également que la présence de membres observateurs, même ceux sans droit de parole, « n'est pas conforme à une saine gouvernance » et que ces personnes devraient se retirer au moment de prendre des décisions.

Le groupe préconise d'autre part la création de trois comités « statutaires » — vérification, gouvernance et éthique, et ressources humaines — investis d'énormes pouvoirs et composés uniquement de membres « indépendants ».

« Il recommande de placer l'université sous l'autorité d'un conseil siégeant pour ainsi dire à huis clos, sans la présence d'aucun observateur, et de laisser le contrôle exclusivement dans les mains de membres externes », note M. Turk. « Les trois comités, qui sont appelés à prendre de nombreuses décisions importantes, devraient être eux aussi composés de membres externes — c'est-à-dire des personnes qui ne font pas partie de la communauté universitaire. »

Un tel système minerait une forte tradition de fonctionnement de l'université comme une communauté dont les membres participent à leur propre gouvernance, ajoute-t-il.

Dans une déclaration émise en réponse au rapport du groupe de travail, la FQPPU soutient que la concentration du pouvoir entre les mains d'une « nouvelle oligarchie de gestionnaires » va à l'encontre de la nécessité d'une reddition de comptes complète et transparente.

Dans la même perspective, les associations des professeurs des universités Concordia et McGill ont publié une déclaration commune dans laquelle elles dénoncent le fait que le rapport fasse essentiellement fi de la structure de gouvernance bicamérale formée du sénat et du conseil d'administration, qu'il présente l'idée même d'un sénat comme un paradoxe ou un défi de gouvernance et qu'il l'écarte sans en pousser l'examen, et qu'il ne fasse aucunement mention du rôle fondamental de la gouvernance collégiale.

Pour sa part, M. Turk a dénoncé la recommandation du rapport voulant qu'un comité de consultation formé uniquement de membres indépendants soit chargé de proposer les candidatures au poste de recteur d'université et que le conseil tout entier examine les propositions soumises et choisisse en secret le candidat qui sera retenu. ■

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Answer to Homework!

From page A7. It is convenient to work in cents, so as not to be confounded by the decimal point. If the four prices in cents are $abcd$, we have to solve $a + b + c + d = 711$ and $abcd = 711{,}000{,}000 = 2^6 \times 3^2 \times 5^6 \times 79$. Exactly one price is a multiple of 79; at most three prices are even numbers; at most three prices are divisible by 5. Using these facts and some trial and error, we arrive at the four prices: $1.20, $1.25, $1.50, $3.16.

COMMENTARY TRIBUNE LIBRE

Bridging Academe's Assessment Divide

By RONALD GLASBERG

After 27 years of university teaching in three different provinces, I would like to offer some observations on what I consider to be a dangerous trend – that of an increasingly obsessive emphasis on quantification in the areas of faculty and student assessment. "Cult" may not be too strong a term when one considers how rigidly faculty are assessed on number of publications produced in any given reporting period and how fearful administrators and some faculty become if the number of A-level grades threatens to upset that mysterious idol of the "bell curve."

I speak from a humanities background, and I cannot gauge how my colleagues in the sciences and social sciences may respond to my concerns. In any case, I would suggest that an overemphasis on quantification in scholarship and pedagogy needs to be counterbalanced with an awareness of the principle of quality in both of these areas.

A qualitative impact assessment is not focused on quantity of publications produced but rather on how scholarship may make a difference in the life, not only of the discipline, but also of society at large. Qualitative pedagogy is less concerned with bell curve standards than with how a university teacher has, in the context of presenting his or her material, altered the lives of students by transforming them in such a way that a love of learning has been kindled, curiosity aroused, a sense of wonder instilled, etc.

Given that qualitatively based pedagogy is likely to be more engaging than the quantitative, there should be no surprise if the grade spectrum shifts towards the higher end of the scale – not because the standards are more lax, but because the students are more inspired.

Turning first to the area of scholarship, there might appear to be nothing wrong with an emphasis on quantitative productivity. After all, is not this kind of standard appropriate to the economy as a whole? However, while it is easier to base productivity on number of publications, such an emphasis might well undermine the possibilities of creating works that, in view of their depth and potential impact, may embody productivity at a very different level – the level of making a significant difference in our world.

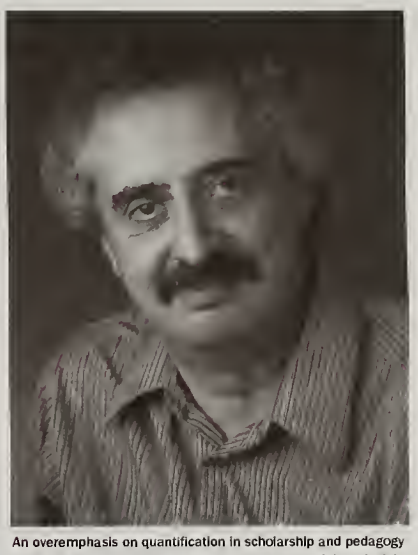
In view of the length of time it might take to generate such consciousness-altering works of scholarship, what is wrong with having assessment committees examine as yet unpublished material and consider its "breakthrough" potential?

Of course, whenever such new directions are being taken, there is the concomitant risk that publication may never be forthcoming. Indeed, the greater the potential "paradigm shifts," the greater the risk of failure or of outright resistance from the more conservative members of the academy. However, should the gamble pay off, then the department/faculty/university can bask in the glory of having underwritten a bold and perhaps culturally transformative innovation in scholarship.

If the gamble does not pay off, then the department/faculty/university can take some solace in having supported a noble and courageous effort. One can only wonder about what might be accomplished in a scholarly environment not simply geared to directing academics along the safe road, where what is lacking in qualitative impact is made up for in quantitative bulk.

Furthermore, just as qualitatively oriented scholarship may be associated with a risk worth taking, such is also the case with qualitatively oriented university pedagogy. Here the risk is associated with a loss of control – a situation in which the instructor invites students to seek their own truth via a personal engagement with the material under study. In other words, the control associated with making students jump through hoops is replaced by the instructor monitoring how well students tackle learning projects constructed by instructor-student interaction and changing as the level of student awareness evolves.

In such a pedagogical environment a hell curve outcome is highly unlikely. Marks will naturally move in the direction feared by the die-hard opponents of grade inflation, for it is difficult to imagine a host of inspired students pulling in nothing but Cs.



An overemphasis on quantification in scholarship and pedagogy needs to be counterbalanced with an awareness of the principle of quality, says Ronald Glasberg.

I can almost hear a chorus of criticisms framed by my colleagues, especially those whose academic home is in the hard sciences or the professional faculties. While pragmatic concerns are certainly legitimate, matters of principle should be addressed at the outset. Here the main pedagogical principle revolves around the consequences of giving up control and allowing students to take advantage of what many of my colleagues would no doubt call a lax and overly permissive system.

In the name of qualitative pedagogy I appear to be challenging the principle of standards. However, many of these so-called standards are false – false to students as well as faculty. We are all too familiar with students who have memorized a text, regurgitated it on an exam and then promptly forgotten almost everything they managed to cram into their short-term memories for the sake of passing the course. They get their Cs, earn their degrees and then move on.

When the life of the university becomes nothing more than a game defined by quantitative score-keeping, then faculty and students are likely to adopt a complacent cynicism and focus on playing that game.

Those who worked harder and get their well deserved As can, if they so wish, go to grad school, become profs, and develop into facilitators of this tiresome cycle. Everyone appears to get what they want, and all's well with the world.

But all is not well with the world. Those who jumped through the hoops by barely adequate regurgitation techniques have not risen to any meaningful standard either in their eyes or those of their instructors. Those university teachers who respond by saying the hoop-jumpers have made their choice and could have opted for a more meaningful level of engagement with the course material do have a point. However, the net result in the name of standards maintenance is the granting of degrees to those who have merely jumped through the hoops. Such students, not to mention many of their instructors, often become cynical about the claims of higher education. More important, an opportunity to touch their hearts and minds has been lost.

Despite the difficulties of organizing and conducting a qualitatively oriented class, the risk seems worth taking. To make this point more clearly, let us consider two pedagogical scenarios. The first is a class with a bell curved grade outcome where the majority of students achieve an acceptable level of proficiency with the facts, concepts and methodologies of a given area of study but are not particularly engaged by the material and would likely forget most of it within a matter of weeks. The second is a class with marks skewed toward the higher end of the grade spectrum – a class where most students are transformed by a non-standardized pedagogy that encourages them to take from the class ideas and experiences which will stay with them for the rest of their lives.

As a university instructor, which of the two classes would you prefer to teach? Which of the two is the most beneficial to the students and to society at large?

Of course, in the best of all possible worlds, a judicious combination of the two pedagogical emphases might be salutary. But if a choice must be made, then surely those classes which address themselves to the very nature of reality along with the most important life questions should be allowed to avail themselves of non-standardized, engaging and, I daresay, inspiring pedagogies.

When the life of the university becomes nothing more than a game defined by quantitative score-keeping, then faculty and students are likely to adopt a complacent cynicism and focus on playing that game. Whatever good might come from such an academic environment is fatally compromised by an inevitable corruption of the human spirit and the soul of the university can only become sadly impoverished.

Finally, if the ultimate health of our society, if not our very civilization, depends on the depth of public discourse addressed to fundamental life questions, then the university will make but a poor contribution if too many of its members are hopelessly enthralled by the cult of the quantitative. ■

Ronald Glasberg is a professor of communication and culture at the University of Calgary.

The views expressed are those of the author and not necessarily CAUT.

Comment

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libellous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. They should be objective and on a political rather than a personal subject. A commentary is an opinion and not a "life story." First person is not normally used. Articles may be in English or French, but will not be translated. Publication is at the sole discretion of CAUT. Commentary authors will be contacted only if their articles are accepted for publication. Commentary submissions should be sent to Liza Duhaime, duhaime@caut.ca.

Tribune libre

Commentaires destinés à la rubrique Tribune libre : L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement post-secondaire. Les articles ne doivent traiter ni de dossiers de griefs particuliers ni de questions d'intérêt strictement local. Ils ne doivent pas comporter des allégations non fondées ni des propos diffamants, calomniateurs ou offensants envers des personnes ou des groupes. Les articles doivent être empreints d'une objectivité totale et aborder des sujets de nature politique plutôt que personnelle. Un commentaire est avant tout l'expression d'une opinion et non pas le « récit d'une vie ». Il convient normalement de le formuler à la première personne. Les articles peuvent être soumis en français ou en anglais, mais ils ne seront pas traduits. L'ACPPU se réserve le droit de choisir les articles qui seront publiés. La rédaction ne communiquera avec les auteurs de commentaires que si elle décide de publier leurs articles. Les commentaires doivent être envoyés à Liza Duhaime, duhaime@caut.ca.

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SECTION

Index Indices

B1 A
B2 B
C
D
B4 E
B6 F
B7 G
B8 H
I
J
B9 K
L
B10 M
B11 N
O
B12 P
Q
R
S
B14 T
U
V
W
X
Y
Z
B14 Accommodations

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■ **ACCOUNTING — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Accounting. We welcome applications from candidates for appointments beginning July 1, 2008 or thereafter. Rank and field are open. Candidates for a tenured position should have established reputations for high-quality research and teaching, and an interest in contributing to our Ph.D. program, the largest of its kind in Canada. Candidates for Assistant Professor should have a completed or nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2008, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs please visit: http://accounting.uwaterloo.ca/. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovator in education and research. The Intelligent Community Forum designated Waterloo, Canada as the 2007 Intelligent Community of the Year. The town lies approximately 100 km. west of Toronto, Canada's financial and cultural capital. We encourage applications from all qualified candidates, although Canadian citizens and permanent residents receive priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: lola@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lon Larondie, Administrative Assistant, School of Accounting and Finance, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications will start from December 2007 and will continue until the positions are filled.

■ **AEROSPACE STUDIES — University of Toronto.** The University of Toronto Institute for Aerospace Studies (UTIAS) is seeking applications for a tenure-track position at the level of Assistant Professor in aerospace engineering. The appointment will begin on or after July 1, 2008. We seek applicants whose primary area of research is related to solid mechanics, including, but not limited to, the design and optimization of materials and structures for aerospace applications. Applicants must have a doctoral degree, typically from an aerospace or mechanical engineering department, and a strong commitment to both teaching and research. The successful candidate is expected to establish and lead a dynamic research program, supervise graduate students, and teach undergraduate and postgraduate courses. The selection will be based primarily on the applicant's potential for excellence in research and teaching. Salary is commensurate with qualifications and experience. For information about UTIAS, please see our web site (www.utias.utoronto.ca). Applications should include: (i) a detailed curriculum vitae, (ii) a concise statement (3 pages maximum) of teaching and research interests, objectives and accomplishments, and (iii) examples of publications and material relevant to teaching experience. Applicants are also asked to provide the names and contact information (mailing address, telephone, fax, and email) of five referees who are able to comment on the applicant's experience and ability in teaching and research. Applications should be sent to Professor D.W. Zingg, Director, University of Toronto Institute for Aerospace Studies, 4925 Dufferin Street, Toronto, Ontario, Canada, M3H 5T6; by March 31, 2008. Electronic submission is encouraged to Joan DaCosta, Administrative Assistant to the Director, dacosta@utias.utoronto.ca. The University of Toronto is located in Toronto, a large multicultural city offering many cultural, professional, and research opportunities. The student body at the University reflects the diversity of the city. The breadth of the University provides numerous opportunities for interdisciplinary collaborative research. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. The University is also responsive to the needs of dual career couples. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority.

■ **ANTHROPOLOGY — Saint Mary's University.** The Department of Anthropology at Saint Mary's University invites applications for a nine month sessional appointment in Linguistic Anthropology for the 2008-2009 academic year. Applicants should possess a PhD but must hold at least an MA in Anthropology or Linguistics (or related field), and have university teaching experience. The successful applicant will teach introductory and advanced classes and participate in departmental and university activities through honours supervision, student advising, and committee work, among others. Preference will be given to candidates with experience with linguistic anthropology courses such as: Introduction to Human Communication; Language, Culture and Society; Linguistic Anthropology; Language Use and Issues in Southern/ Northern Canada and Ethnography of Communication. Applicants should submit a letter of application, a curriculum vitae, a teaching dossier including evidence of teaching effectiveness, graduate school transcripts, and names and contact information of three referees to: Dr. Shelley Tulloch, Chairperson, Department of Anthropology, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. The closing date for applications is April 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community

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Deadlines to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad space closes approximately three weeks prior to publication date. Ad placement deadlines are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad deadline, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates limites pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-après. L'échéance des annonces précède d'environ trois semaines la date de parution. Les dates limites des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

ISSUE \ NUMÉRO	AD DEADLINE \ DATE LIMITE	PUBLICATION DATE DE PARUTION
September 2007 septembre	August 08 août 2007	August 30 août 2007
October 2007 octobre	September 05 septembre 2007	September 27 septembre 2007
November 2007 novembre	October 03 octobre 2007	October 25 octobre 2007
December 2007 décembre	November 07 novembre 2007	November 29 novembre 2007
January 2008 janvier	November 28 novembre 2007	December 20 decembre 2007
February 2008 février	January 09 janvier 2008	January 31 janvier 2008
March 2008 mars	February 06 février 2008	February 28 février 2008
April 2008 avril	March 05 mars 2008	March 27 mars 2008
May 2008 mai	April 02 avril 2008	April 24 avril 2008
June 2008 juin	May 07 mai 2008	May 29 mai 2008

Advertising Rates (Section B)

All prices in effect until June 2008

CAREERS
Display ads ..... $60 / col.inch
Classified ads ..... $1.10 / word

OTHER
Classified ads ..... $0.50 / word

ADDITIONAL CHARGES
Colour surcharge (CMYK) $900
Digital output (CMYK ads only) $75
Premium space (display ads only) ..... +25%
Agency commission (camera-ready display ads) ..... –15%

Publisher's Statement

The CAUT *Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom contains fundamental statements of principle which reflect key priorities of the organization. The CAUT Bulletin thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for those positions. The view of academic freedom and the extent to which it is protected in other countries may very. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tel: (202) 737-5900 or visit www.aaup.org

Tarifs de publicité (Section B)

Les tarifs sont en vigueur jusqu'en juin 2008

CARRIÈRES
Grandes annonces ..... 60 $/pouce-col.
Annonces classées ..... 1,10 $/mot

AUTRES
Annonces classées ..... 0,50 $/mot

FRAIS ADDITIONNELS
Supplément pour quadrichromie ..... 900 $
Impression numérique (quadrichromie) ..... 75 $
Espace-prime (les grandes annonces) ..... +25 %
Ristourne d'agence (prêts à photographier) ..... –15 %

Déclaration de l'éditeur

Le *Bulletin* de l'ACPPU n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin* de l'ACPPU se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465, tél : (202) 737-5900, ou de visiter www.aaup.org

CAUT ACPPU BULLETIN

CAREERS CARRIÈRES

at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research.

■ **ASIAN STUDIES — Saint Mary's University.** The Department of History at Saint Mary's University invites applications for a nine-month sessional position in modern Asian History, to begin September 1, 2008. Scholars whose primary expertise involves South, Southeast, or East Asia are particularly encouraged to apply. The successful instructor will be joining a department with a vigorous research culture whose faculty, graduate students, and post-doctoral fellows have made contributions to historical scholarship in a wide range of areas. Our department provides vital support for the university's interdisciplinary programs, including Asian Studies, Women's Studies, Atlantic Canada Studies and International Development Studies. We also enjoy a close relationship with the local museum and educational community. For further information visit our web page: http://www.smu.ca/academic/arts/history. Applicants must have a completed Ph.D., or be near completion, and demonstrate considerable promise in teaching, research and scholarly publication. The mission of Saint Mary's University is to offer undergraduate, graduate, and continuing education programs to both full-time and part-time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to accessibility, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as intellectual development of students, to encouraging engagement with global issues, and to fostering the spirit of critical inquiry through the effective integration of teaching and research. Applicants should send a letter of application, a c.v., evidence of teaching ability, a writing sample and contact information for three academic referees to Alfie Kneitz, Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, Canada B3H 3C3; fax (902) 420-5141; e-mail: history @smu.ca. There is no closing date, but the Department will begin reviewing applications on May 15, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in Saint Mary's University Collective Agreement.

B

■ **BIOLOGICAL SCIENCES — University of Calgary.** The Department of Biological Sciences at the University of Calgary invites applications for a tenure-track Assistant Professor position in Petroleum Microbiology. This position was made possible through the recently established NSERC Industrial Research Chair in Petroleum Microbiology (http://www.blo.ucalgary.ca/contact/faculty/voordouw.html), a program supported by eight industrial partners, the Alberta Energy Research Institute (AERI) and the University of Calgary. The position is intended to complement existing strengths and further enhance our international reputation in this area. Applicants who have used molecular and/or physiological approaches to study a relevant problem in applied and environmental microbiology are encouraged to apply. Willingness to work in Petroleum Microbiology, especially on microbial communities and processes in oil sands environments such as outcrops, tailings ponds, as well as surface and subsurface bitumen formations, is expected. Although the successful candidate will help achieve the research goals of the Industrial Research Chair program, every effort will be made to ensure he/she pursues a successful independent career in the target area. Applicants must have a PhD, at least one year of relevant post-doctoral experience and an established record of high-quality research. In addition to pursuing a successful, externally-funded research program in Petroleum Microbiology, the successful candidate is expected to help develop an interdisciplinary course in the area and participate in undergraduate and graduate teaching. The Department of Biological Sciences (http://www.blo.ucalgary.ca) is a large and diverse department with excellent facilities. Interdisciplinary and resource opportunities exist in the newly established Institute for Sustainable Energy, Environment, and Economy (http://www.iseee.ca) and the Institute of Biocomplexity and Informatics (http://www.ibi.ucalgary.ca). The City of Calgary (pop. 1 million) is the Centre of Canada's Energy Industry. It has a lively cultural life, vibrant economy and many recreational opportunities. It is located less than an hour from the Rocky Mountains and Banff National Park. Applications should include a covering letter that clearly specifies the interest in and qualifications for the offered position, a curriculum vitea, a concise outline of research plans, copias of up to five publications, a statement of teaching interests and philosophy, and three letters of reference sent directly by tire referees. The deadline for receipt of a complete application packaga is March 30, 2008. Applications should be sent to: Dr. Jeffrey t Goldberg, Head, Department of Biological Sciences, University of Calgary, 2500 University Orive NW, Calgary, Alberte, T2N 1N4; Fax: (403) 289-9311. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates, and encourages diversity. To see all career opportunities available at the University of Calgary, please visit http://www.ucalgary.ca/hr/careers.

■ **BIOLOGY — University of Prince Edward Island.** The Department of Biology at the University of Prince Edward Island invites applications for a tenure-stream position in Plant Science at the rank of Assistant Professor, to begin July 1, 2008 or by arrangement. Applicants must either currently hold a PhD in plant science or a related field. Preference will be given to candidates who employ molecular biological techniques to address botanical questions in their research. UPEI is a small, dynamic university with a strong commitment to teaching and research excellence. The successful candidate will contribute to teaching in the existing undergraduate program In addition to developing new courses in plant science, or molecular biology/biotechnology/bioscience. You will also contribute to our vibrant graduate program, and will be expected to establish a vigorous self-funded research program. For more information visit www.upei.ca/biology. The Department of Biology is housed in newly renovated (2005) teaching and research facility An on-going priority for the department is to enhance our participoltion in the rapidly growing Prince Edward Island bioscience/biotechnology sector, which Includes initiatives in nutrisciences, human and animal health, marine biosciences, and agriculture. Candidates are encouraged to consider how their research inteiests might Include collaboration with this sector. The closing date for receipt of applications is Apnl 11, 2008. The application package should rnclude your curriculum vitae, statement of teaching philosophy, selected portions of the teaching dossier (if available), and selected research publications. Candidates should arrange for three letters of reference to be sent directly to the department. All matenals are to be sent to: Dr. Lawrence Hale, Chair, Dept. of Biology, University of Prince Edward Island, 550 University Ave, Charlottetown, PE, Canada, C1A 4P3; Phone: (902) 566-0301; Fax: (902) 566-0740; Email: gaudet@upei.ca. In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. UPEI is committed to the principle of equity in employment.

■ **BIOLOGY — Brandon University.** The Department of Biology at Brandon University invites applications for a continuing appointment beginning July 1, 2008 at the Instructional Associate level. Applicants must possess either a Masters degree in Biology or a combination of a BSc and post degree training, and laboratory teaching experience in general biology. The successful applicant will provide undergraduate instruction in the laboratories for introductory biology courses for majors in the Department. The Instructional Associate will supervise student assistants, and will assist with other courses offered by the Department, and with the maintenance of departmental equipment, biological collections, supplies and financial records. Research interests in an area of linkage with current Faculty members would be a valuable asset. Inquiries about the position and the Department can be directed to the Chair of Biology, Dr. David Greenwood (greenwoodD@brandonu.ca). Application deadline is May 1, 2008 or until the position is filled. Rank and Salary: Commensurate with qualifications and expenence. Please send curriculum vitae, transcripts, an example of a laboratory exercise you have prepared, and arrange to have three letters of reference sent to: Dr. Austin Gulliver, Dean of Science, Brandon University, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9; Fax: (204) 728-7346; E-mail: gulliver@brandonu.ca. For more Information visit: http://www.brandonu.ca/ Academic/ Science/. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority. Short-listed candidates will be expected to provide copies of credentials at time of interview.

■ **BUSINESS — University of Guelph.** The Department of Business at the University of Guelph invites applications for one tenure track position in the area of leadership or related studies at the rank of Assistant or Associate Professor. Responsibilities of this position Include instruction in the MA (Leadership) program and the pursuit of scholarly research through the Centre for Studies in Leadership. The University of Guelph is a top-ranked comprehensive university in Canada with an enrolment of more than 18,000 students. It is located in Guelph, Ontano (population of approximately 120,000) and is a one-hour drive west of Toronto, Ontario. The Department of Business is an integral part of the newly formed College of Management and Economics. Applicants should have (or be near completion of) an earned doctorate in Management, Organizational Behaviour, Industrial Psychology or related field, with an emphasis on areas applicable to leadership studies. Applicaiions must include a curriculum vitae, a list of teaching interests, a teaching philosophy statement and a sample of recent research papers. Applicants should arrange for three letters of reference to be sent under a separate cover. Applications should be submitted no later than March 31, 2008 to: Or Julia Christensen Hughes, Chair, Department of Business, University of Guelph, Guelph, Ontano, N1G 2W1 (Telephone: 519-824-4120 Ext. 56938, Fax: 519-824-3087, email: jchrista @uoguelph.ca). More Information about the Department of Business, the Centre for Studies in Leadership and the College of Management and Economics can be found at www.cme. uoguelph.ca. The University of Guelph is committed to employment equity program that includes special measures to achieva diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates ara encouraged to apply; however, Canadians and permanent residents will be given priority

C

■ **CARDIOVASCULAR PHYSIOLOGY — Dalhousie University.** The Department of Physiology and Biophysics invites applications for a position at the Assistant Professor level available for the 2008 academic year. Qualified candidates will have demonstrated research expertise in Cardiovascular physiology, with an emphasis on molecular or cellular research in cardiovascular physiology/pathophysiology. Applicants must have a PhD and/or MD degree, several years of post-doctoral training, excellent communication skills, and a strong record of peer-reviewed publications. The successful candidate will be expected to develop active and synergistic research collaborations with other cardiovascular researchers in both the basic science and clinical departments of the Faculty of Medicine. The candidate is expected to develop an extremurily funded research program and to participote in the teaching mission of the Oepartment. This is a salaned, probationary tenure-track appointment; however, the candidate will be expected to apply for external salary support from appropoate granting agencies. Interested applicants should submit a curriculum vtae along with a brief description of research experience and interests, teaching experience and interests, and arrange to have three letters of reference sent directly to: Dr. Paul R. Murphy, Head, Department of Physiology and Biophysics, Faculty of Medicine, Dalhousie University, Sir Charles Tupper Medical Building, 5850 College Street, Halifax, Nova Scotia, B3H 1X5, Canada. Review of applications will begin March 31, 2008 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **CHEMICAL ENGINEERING — University of Waterloo.** The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for two tenure track positions at the level of Assistant, Associate, or Full Professor in all areas of chemical engineering. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontano. The Department currently has 31 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering; Interfacial Phenomena, Colloids and Porous media; Green Reaction Engineering; Nanotechnology; Process Control, Statistics ad Optimization; Polymer Science and Engineering; and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 130 graduate students making it one of the targer chemical engineering departments in North America. The University of Waterloo has over 23,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin-cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions More Information on the department of university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor TA Ouwer, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority The University ol Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **CHEMISTRY — York University.** The Department of Chemistry, Faculty of Science and Engineering invites applications for a tenure-track faculty position in Mass Spectrometry at the Assistant or Associate Professor level. York University, a leader in regional Innovation networks that draw together industry and academic research, is promoting excellence in strategic and interdisciplinary research Initiatives that advance and complement existing faculty expertise in Organized Research Units such as the Centre for Research in Mass Spectrometry (CRMS; www.chem.yorku.ca/CRMS) The University Is well placed for such Initiatives as it is situated close to strong medical, pharmaceutical and industrial sectors. The successful candidate will have a PhD, relevant post-doctoral experience, and an outstanding research record using modem mass spectrometry techniques and is expected to develop an innovative and vigorous research program that takes advantage of York University's strategic location. The successful candidate will be expected to contribute to teaching Chemistry at the undergraduate and graduate levels, be eligible for prompt appointment to the Faculty of Graduate Studies and reinforce and advance the mandate of CRMS. All York University positions are subject to budgetary approval. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acad/jobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority Please mail a detailed research plan, a desciption of teaching philosophy, a curriculum vitae including a summary of research publications, and have three references sent directly to: Chair, Mass Spectrometry Search Committee, Department of Chemistry, Room 124 CB, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3; Fax 416-736-5936; E-mail: chemchr@ yorku.ca. Complete applications must be received by March 31, 2008. The position will be available July 1 2008

■ **CHEMISTRY & BIOCHEMISTRY — University of Windsor.** The University of Windsor, Department of Chemistry & Biochemistry invites applications for a Tier 1 Canada Research Chair in Inorganic or Materials Chemistry commencing January 1, 2009. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Philip J. Dutton, Head, Department of Chemistry & Biochemistry, University of Windsor, Windsor, Ontario, N9B 3P4; Phone: (519) 253-3000, Ext. 3526; Fax (519) 973-7098, Email: kimber1@ uwindsor.ca. For Information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-563-1432 or Email: recruit@uwindsor.ca

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for several tenure-track and tenured faculty positions in all areas of civil, environmental and geological engineering, to support undergraduate teaching and interdisciplinary research focused on engineering for sustainable development. We are particularly interested in candidates with strong backgrounds in computational modeling, statistical risk evaluation and assessment of large scale systems for sustainability to complement the department's strength in traditional areas of geomechanics, structures/mechanics/construction, transportation, water resources and environment. Preference will be given to candidates in the following priority areas identified in the course of the department's planning process: (1) Civil infrastructure management, financing and public policy, with preferred expertise in areas such as life-cycle environmental impact and cost analyses, risk-based quantitative policy analyses, multi-purpose infrastructure asset valuation and alternative governance mechanisms for delivery of infrastructure services. (2) Transport, environment and sustainability, with expenence in designing environmentally sustainable transport scenarios. Candidates will have an established record of research focusing on urban transportation systems from the broad and integrative perspective of sustainability in its technological, economic, environmental, social and political/institutional dimensions. (3) Regional-scale modeling and/or management, with a focus on the environment and topics or issues such as hydrology, climate change, air quality, impact of land use change and sustainable growth

Indigenous Education
First Nations University of Canada

Faculty Position — Permanent-Track

REGINA CAMPUS

The First Nations University of Canada is a First Nations-controlled University with approximately 1200 students currently enrolled and over 65 full-time faculty. Since our inception in 1976, the First Nations University of Canada has earned an international reputation as a visionary academic leader.

The Department of Indigenous Educaton at the First Nations University of Canada invites applications for a permanent-track position at the Associate or Assistant Professor level, effective July 1, 2008. Candidates must have a specialization in Aboriginal Education as well as two years experience teaching in elementary, secondary, or post-secondary education. The successful candidate will be expected to actively contribute to First Nations language programming, in addition to teaching a variety of introductory, senior undergraduate and graduate courses in Indigenous Education.

Applicants should hold a Ph.D. though consideration may be given to those nearing completion of a Ph.D. and a clear demonstration of teaching excellence. The salary will be commensurate with qualifications and experience.

FIRST NATIONS UNIVERSITY OF CANADA

Application procedure: Preference will be given to First Nations, Aboriginal, and other designated group members (SHRC #E93-13); therefore please indicate your status on the covering letter. Applications should be forwarded by April 15, 2008 and include a current Curriculum Vitae, transcripts, teaching evaluations, a teaching dossier, sample publications and/or conference papers and the names and addresses of at least three referees.

Human Resources Department
First Nations University of Canada
1 First Nations Way
Regina, SK S4S 7K2
Ph. (306) 790-5950 ext. 2500
Fax (306) 790-5997
E-mail: humanresources@firstnationsuniversity.ca
Website: www.firstnationsuniversity.ca

Additional questions can also be directed to the Head of the Department of Indigenous Education at aweenie@firstnationsuniversity.ca.

UNIVERSITY OF SASKATCHEWAN

Saskatoon Health Region

DUAL APPOINTMENT - PROVINCIAL REACH

As a dedicated physician and effective leader, you will directly contribute to the advancement of the Department of Medicine within the context of a full service, tertiary care profile. Working with physicians across the Saskatoon Health Region and affiliated with the University of Saskatchewan throughout the province, you will be an integral member of a progressive team promoting a vision of healthiest people, healthiest communities and exceptional service in a dual clinical service and academic environment.

HEAD, DEPARTMENT OF MEDICINE

In this pivotal academic and senior management position, you will drive change in a Department that is a unique academic resource for the province. In addition to being a provider of patient/client care, teaching and research, you will be an inspirational and operational manager of care. You will ensure enough qualified, motivated and supported physicians to meet the needs of a rapidly increasing population and the concurrent expansion of undergraduate and postgraduate medical education programs.

During your five year, renewable term, you will report to the Vice-President Medical Affairs on clinical matters and to the Dean of the College of Medicine on academic matters related to teaching and research, and on service issues as they impact educational programs. Are you ready to influence the future of medicine in Saskatchewan?

Please indicate your interest in Project 8851 through the "For Candidates" section of www.caldwell.ca or by email to vancouver@caldwell.ca. For more information please visit www.usask.ca, and www.saskatoonhealthregion.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. We are committed to employment equity, welcome diversity in the workplace, and encourage applications from all qualified individuals, including women, members of visible minorities, Aboriginal persons, and persons with disabilities.

THE CALDWELL PARTNERS
TORONTO · CALGARY · HALIFAX · OTTAWA · VANCOUVER · MONTRÉAL · WINNIPEG

CAREERS CARRIÈRES

Strong quantitative skills and a demonstrated record of interdisciplinary cooperative activity are necessary. Expertise in spatial analysis, regional-scale modeling and/or informatics (with a focus on applications in civil and environmental engineering) is required. Ability to teach GIS at the undergraduate level is essential. (4) Building physics, with required expertise in heat, air and mass transfer in buildings, building parts and materials, including the durability, health and energy performance of buildings. Expertise in global energy issues and life-cycle optimization for low energy consumption and pollution is an asset. The individual selected will be expected to contribute to teaching core undergraduate engineering science, and senior-level courses in building physics, and to pursue collaborative research with the School of Architecture at the University of Waterloo. Applicants should have or expect to receive a PhD in civil engineering or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions will be required to become licensed professional engineers in the Province of Ontario irrespective of their educational background. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified individuals are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until positions are filled.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Western Ontario.** Applications are invited for a probationary (tenure-track) appointment in the area of Water Resources and International Development, and more specifically, Water Quality, at the rank of Assistant Professor effective July 1, 2008 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration may be given to an appointment at the Associate Professor (probationary or tenure track) rank. Situated in picturesque London, Ontario, a city with a population of approximately 348,000 along the banks of the Thames River, The University of Western Ontario is a prominent academic institution routinely ranked as a top research-intensive university in Canada, having a commitment to excel as an internationally leading research institution. The Department of Civil and Environmental Engineering has been expanding its Environmental Engineering Group, boasting expertise in nanotechnology in water applications, groundwater contamination, subsurface remediation and waste containment. We seek energetic and dynamic candidates who will be able to positively contribute to both teaching and research efforts of our Department. The successful candidate will have a PhD degree in Civil and Environmental Engineering (or related engineering field) and will have demonstrated outstanding research potential and publication record. Area of expertise may include (but is not limited to): (i) investigating the link between water quantity and quality, (ii) modelling of water quality, (iii) water quality issues at the surface water/groundwater interface, and (iv) developing water quality criteria based on specific levels of pollutants that would make water harmful if used for drinking, irrigation or industrial process. The successful candidate will be expected to develop and maintain an ongoing vigorous research program, collaborating with faculty within the Department and across Western, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses, including support of the undergraduate option Civil Engineering with International Development: www.eng.uwo.ca/civil/undergraduate_program/prospective_undergrad.htm and participate in other educational and professional activities. Candidate will be expected to participate in the normal administrative activities of the Department, Faculty and University. Eligibility for registration as a Professional Engineer in Ontario is required for this appointment, and registration will be one of the necessary requirements prior to conferral of tenure. If you share our commitment to excellence in teaching and research, and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests and the names and addresses of three referees to: Dr. E.K. Yanful, P.Eng., Chair, Department of Civil and Environmental Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. We also welcome e-mail inquiries and submissions, to be sent to: cwalter@eng.uwo.ca. Consideration of applications will commence on April 1, 2008 and will continue until the position is filled. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites applications for a probationary (tenure-track) appointment in the area of Water Resources and International Development, and more specifically, Water Quality, at the rank of Assistant Professor effective July 1, 2008 or as soon as possible thereafter. If qualifications and experience warrant a higher rank, consideration may be given to an appointment at the Associate Professor (probationary or tenure track) rank. Situated in picturesque London, Ontario, a city with a population of approximately 348,000, The University of Western Ontario is a prominent academic institution routinely ranked as a top research-intensive university in Canada and is committed to excel as a leading research institution internationally. The Department of Civil and Environmental Engineering has a very strong Structural Engineering group with expertise in Structural Dynamics, Wind Engineering, Earthquake Engineering, Bridge Engineering and Natural Hazard and Risk Assessment. The research infrastructure in the focus area includes a well-equipped structures laboratory, the internationally recognized Boundary Layer Wind Tunnel Laboratory and the Insurance Research Lab for Better Homes, a $7 M facility to testing full-scale houses and light-frame construction. We seek energetic and dynamic candidates who will positively contribute to both teaching and research efforts of our Department. The successful candidate will have a PhD degree in Civil and Environmental Engineering (or a related engineering field) and will have demonstrated outstanding research potential with an excellent publication record. The candidate will be expected to develop and maintain an ongoing vigorous research program, collaborating with faculty within the Department and across the University, attract external research funding, supervise graduate students, instruct in undergraduate and graduate courses and participate in other educational and professional activities. (S)he will be expected to participate in the normal administrative activities of the Department, Faculty and University. Eligibility for registration as a Professional Engineer in Ontario is required for this appointment, as registration is one of the necessary requirements prior to conferral of tenure. If you share our commitment to excellence in teaching and research, and are eager to pursue a rewarding academic career, please forward your curriculum vitae, statements of your research and teaching interests and the names and addresses of three referees to: Prof. E.K. Yanful, P.Eng., Chair, Department of Civil and Environmental Engineering, The University of Western Ontario, London, Ontario, Canada N6A 5B9. Consideration of applications will commence on April 1, 2008 and will continue until the position is filled. The position is subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (HYDRAULICS) — University of Waterloo.** The Department of Civil & Environmental Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position in the area of Environmental Hydraulics at the Assistant or Associate Professor rank. The candidate should be advancing theoretical, laboratory and field research in areas including, but not limited to, river hydraulics, sediment transport, physical modelling, eco-hydraulics, groundwater surface water interaction, and/or design of hydraulic structures. Experience in model development, hydraulics and/or modelling of ecological processes would be an advantage. The successful candidate must complement the Environmental and Water Resources Engineering Research Group in the Department of Civil & Environmental Engineering primarily comprised of hydraulics, hydrology, hydrogeology, water quality and water treatment researchers. Applicants should have a PhD in Civil Engineering or a closely related field and be eligible for Professional Engineering registration in the Province of Ontario. Applicants must have proven ability, or potential for excellence, in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Environmental Engineering including fluid mechanics, hydraulics and sediment transport. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. However, Canadians and permanent residents will be given priority. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil & Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Further information is provided at the department web site (http://www.civil.uwaterloo.ca/). Applications will be considered at any time until the position is filled.

■ **CIVIL & ENVIRONMENTAL ENGINEERING (MECHANICS) — University of Waterloo.** The Department of Civil and Environmental Engineering at the University of Waterloo invites applications for a tenure-track faculty position in the area of engineering mechanics. Candidates should have a strong background and research record in areas such as advanced materials modeling and computational mechanics. Applicants must have potential or proven ability to develop an internationally recognized research program and a strong commitment to teaching at the undergraduate level in the area of solid mechanics and materials. Eligibility for Profes-

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 2,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

FACULTY OF ARTS
Term Positions
In the Departments of English and Political Science

FACULTY OF GRADUATE STUDIES & RESEARCH
Tenure-Track Position in the Johnson-Shoyama Graduate School of Public Policy
In the areas of either Public Policy or Public Administration

For detailed descriptions on these positions, please visit **www.uregina.ca/hr/recruitment.html**

UNIVERSITY OF REGINA
University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

McGill

Faculty of Medicine

Monique H. Bourgeois Chair in Pervasive Developmental Disorder

The Faculty of Medicine at McGill University, one of the oldest and most respected in North America, is inviting applications as part of an international search for the position of Chair in Pervasive Developmental Disorder.

This position will be in the Department of Psychiatry and the aim of the endowed chair is to advance research and knowledge in autism and related disorders. The successful candidate will be an expert clinician who will conduct clinical and/or translational research in this area. We are seeking someone who will work across traditional departmental boundaries to establish interdisciplinary research programs and who will develop evidenced-based approaches to introduce and evaluate new practices that will enhance the diagnosis, treatment and outcomes for people with autism and related disorders in Quebec and beyond. In addition to reporting important findings to the academic community, the chair-holder should work with community organizations to disseminate information to the general public. He or she will also take part in the training of medical residents and other professionals in the field and serve as an advocate for those who are suffering from Pervasive Developmental Disorders.

The Faculty of Medicine at McGill has a long tradition of excellence in research and teaching. The Department of Psychiatry offers a dynamic research environment with extensive interdepartmental and multi-disciplinary research collaborations. Opportunities exist to develop existing areas and build new areas of strength through recruitment. The Department participates in teaching at all levels including undergraduate, graduate and medical students, medical residents and postdoctoral and clinical fellows. Further details can be found at: **http://www.mcgill.ca/psychiatry/**

Applicants should have senior academic experience with proven teaching skills. A commitment to research with an international reputation will be an important consideration. The selected candidate must hold a M.D. and be licensed, or eligible for licensure, in the Province of Quebec.

Interested applicants should email their curriculum vitae, including a list of publications and a statement of interest, along with the names, addresses and email addresses of three references. Please indicate '**Monique H. Bourgeois Chair, Pervasive Developmental Disorder**' in the subject line.

The address is
facultyaffairs.med@mcgill.ca
c/o Dr. John A. Robson
Faculty of Medicine
McGill University
3605 de la Montagne
Montreal, QC H3G 2M1, Canada

Candidates would benefit from a working knowledge of both official languages. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

www.mcgill.ca

Faculté de médecine

Chaire Monique H. Bourgeois de recherche sur les troubles envahissants du développement

La Faculté de médecine de l'Université McGill, une des plus anciennes et plus respectées en Amérique du Nord, sollicite des candidatures à l'occasion d'un effort de recrutement international pour le poste de titulaire de la Chaire de recherche sur les troubles envahissants du développement.

Le poste est rattaché au Département de psychiatrie et la chaire dotée vise l'avancement de la recherche et des connaissances en autisme et troubles connexes. Le candidat retenu sera un expert-clinicien qui mènera de la recherche clinique ou translationnelle dans ce domaine. Il doit pouvoir repousser les frontières traditionnelles entre les départements pour établir des programmes de recherche interdisciplinaire et concevoir des approches fondées sur des faits démontrés, et ce, afin de mettre en application et d'évaluer de nouvelles pratiques qui amélioreront le diagnostic, le traitement et les résultats pour les personnes souffrant d'autisme ou de troubles connexes au Québec ou ailleurs. Outre de faire connaître les résultats de recherches importantes au milieu universitaire, le titulaire de la chaire sera invité à collaborer avec des organisations communautaires afin de diffuser l'information à la population. Il contribuera également à la formation de médecins résidents et d'autres professionnels du domaine et plaidera dans l'intérêt des personnes souffrant de troubles envahissants du développement.

La Faculté de médecine de l'Université McGill possède une longue tradition d'excellence en recherche et en enseignement. Le Département de psychiatrie offre un milieu de recherche dynamique ainsi qu'une grande latitude pour la collaboration en recherche multidisciplinaire entre départements. De plus, les possibilités de recrutement permettent de développer des domaines existants et de mettre en œuvre de nouveaux domaines de compétences. Le Département participe à l'enseignement aux premier, deuxième et troisième cycles, et forme les étudiants en médecine, les médecins résidents et les boursiers postdoctoraux et boursiers en clinique. On trouvera plus de précisions à **http://www.mcgill.ca/psychiatry/**

Les candidats doivent avoir une expérience universitaire supérieure et des compétences reconnues en enseignement. L'importance réservée à la recherche et une réputation internationale constitueront des éléments notables d'appréciation. Le candidat retenu doit avoir un doctorat en médecine et être autorisé à exercer, ou être admissible à un permis d'exercer, dans la province de Québec.

Les personnes intéressées sont priées d'envoyer par courriel leur curriculum vitae, une liste de publications, une déclaration d'intérêt, et les coordonnées (nom, adresse civile et adresse électronique) de trois répondants auprès de qui obtenir des références. Veuillez indiquer **Chaire Monique H. Bourgeois de recherche sur les troubles envahissants du développement** sur la ligne objet.

L'adresse est :
facultyaffairs.med@mcgill.ca
a/s du Dr John A. Robson
Faculté de médecine
Université McGill
3605, rue de la Montagne
Montréal (Québec) H3G 2M1 Canada

Une connaissance pratique des deux langues officielles avantagera les candidats. Tous les candidats qualifiés sont invités à poser leur candidature. Veuillez toutefois prendre note que, conformément aux exigences canadiennes en matière d'immigration, la priorité sera accordée aux citoyens canadiens et aux résidents permanents du Canada. L'Université McGill respecte l'équité en matière d'emploi.

CAREERS CARRIÈRES

sional Engineering registration in Ontario is required. We anticipate filling the position at the Assistant or Associate Professor level; however, qualified candidates at all levels will be considered with hiring rank and tenure status commensurate with academic accomplishments. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and Fax numbers of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil and Environmental Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled.

■ **COMPUTER SCIENCE — University of Waterloo.** Applications are invited for one or more David R. Cheriton Chairs in Software Systems. These are senior positions and include substantial research support and teaching reduction. Candidates with outstanding research records in software systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo are expected to be leaders in research, have an active graduate student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2008 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor; this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please see our website for more information: http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-recruiting@cs.uwaterloo.ca or by post to: Chair, Advisory Committee on Appointments, David R. Cheriton School of Computer Science 200 University Avenue West, University of Waterloo, Waterloo, Ontario,Canada, N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **CRIMINOLOGY & CRIMINAL JUSTICE — Carleton University.** The Institute of Criminology and Criminal Justice, Faculty of Public Affairs, Carleton University, invites applications for a tenure-track Instructor level position. This position is available July 1, 2008. Candidates should normally hold a Master's degree in Criminology, Law, Psychology or Sociology and have administrative experience with criminal justice agencies or institutions. The position requires the organization and supervision of undergraduate field placements with such agencies and institutions, as well as the teaching of a seminar that integrates theoretical materials with reflections on the placement experience. Applicants should send their curriculum vitae, teaching dossier including teaching experience and interests by April 1, 2008 Dr. Joanna Pozzulo, Director, Institute of Criminology and Criminal Justice, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. To learn more about the Institute of Criminology and Criminal Justice please visit www.carleton.ca/crimonology. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority.

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■ **EARTH & ATMOSPHERIC SCIENCES — University of Alberta.** The Departments of Earth and Atmospheric Sciences and Physics propose to launch a new course-based MSc program in Integrated Petroleum Geosciences (IPG). This will be a rigorous one-year accelerated program intended to prepare students with appropriate undergraduate backgrounds for work in the modern petroleum industry. Information about the proposed program can be found at http://www.ualberta.ca/EAS. Three new faculty positions are available to support this program. These will be joint appointments between the Departments of Earth & Atmospheric Sciences and Physics. One position will be an appointment at the Associate or Full Professor level, while the other two will be at the Assistant or Associate Professor level. Applicants must hold a PhD degree at the time of appointment and have a proven research and demonstrate excellence in teaching. The successful candidate for the senior position will be the first Director of the proposed program with primary responsibility for guiding development of the IPG program. This individual will have extensive experience with workplace practices in the modern petroleum industry. Previous experience with a similar program would also be an asset. Applicants for all three positions should have interests and experience in Petroleum Geoscience, preferably with demonstrated expertise in fields such as geophysical data processing or interpretation, petrophysics, basin modeling, or reservoir simulation. The successful applicants will be actively involved with teaching of the IPG program, mentoring of appropriate student projects, and liaising with industry partners. They will also be expected to develop their own research programs with supervision of graduate students being an integral part. Applications for these positions should be addressed to: Dr. Martin Sharp, Chair,Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada, T6G 2E3. Applications should include a current curriculum vita, a statement of research interests and relevant experience, and a statement of teaching philosophy. Applicants for the Director position should include a clear outline of their previous administrative experience. Applicants should arrange for three confidential letters of reference to be sent to Dr. Sharp as soon as possible. The competition will remain open until suitable candidates are found. The start date for these positions is July 1, 2008, or as soon as possible thereafter. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **EARTH & OCEAN SCIENCES — University of British Columbia.** The Board of Directors for the Mineral Deposit Research Unit (MDRU) of the Department of Earth and Ocean Sciences at the University of British Columbia (UBC) invites applications for a new Director. The Director will provide overall coordination and management of MDRU programs including research, administration, and life-long learning. Successful operation requires extensive collaboration and liaison with corporate sponsors and industry at large and with faculty, researchers and graduate students within the Department of Earth & Ocean Sciences at UBC. Collaborative projects currently sponsor 35 graduate students and 6 post-doctoral fellows and research associates on projects around the world. For more details see the website: www.mdru.ubc.ca. Applications are invited from scientists with a proven record of scientific excellence in economic geology, scientific leadership, project management, team building, and interpersonal skills. Candidates will normally have had successful careers in an industry or academic environment in a broad range of mineral deposits. A PhD is required. The appointment will be for three to five years, subject to continued funding, and may be renewed by the MDRU Board of Directors. The Director carries an academic appointment within UBC (see criteria at: www.hr.ubc.ca/faculty_relations/agreements/appointmentfaculty.html#2). Salary will be commensurate with experience. The position will be available as early as September 1, 2008. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and Permanent Residents of Canada will be given priority. Applicants should send their curriculum vitae, a statement of research interests, and the names and addresses of three referees to Dr. Paul L. Smith, Head, Department of Earth and Ocean Sciences, the University of British Columbia, 6339 Stores Road, Vancouver, British Columbia, V6T 1Z4. E-mail: mdrusearch@eos. ubc.ca; Fax: 604-822-9014. The deadline for receipt of applications is May 15, 2008.

■ **ECONOMICS — Memorial University of Newfoundland.** The Department of Economics wishes to fill a one-year appointment, to teach undergraduate and graduate (MA) courses in Macroeconomics and to perform research. The appointment would be at the rank of Assistant Professor and would begin on September 1, 2008. Preference will be given to applicants with a PhD in Economics; however, those with all requirements satisfied except the dissertation will be considered. A letter of application, a current curriculum vitae, a teaching dossier, and the names and addresses of three referees should be sent by March 15, 2008 to: Dr. Noel Roy, Head, Department of Economics, Memorial University of Newfoundland, St. John's, NL, Canada, A1C 5S7; Phone: (709) 737-8248; Fax: (709) 737-2094; email: noelroy@mun.ca. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **EDUCATION — University of New Brunswick.** The Faculty of Education of the University of New Brunswick invites applications for a tenure track position at the rank of Assistant Professor in the area of Special Education. Applicants must have a Doctoral degree in Special Education or a related field; a record of, or potential for scholarly contribution; knowledge of a range of learning disabilities and inclusionary practices; knowledge of assistive technologies; an ability to administer and supervise academic assessments. Training and experience in elementary or secondary school instruction of children with special needs is an asset. The ideal candidate will have an understanding of theory to practice in special education and will be able to use this understanding to work within an established, active research group. Responsibilities will include teaching at the undergraduate and graduate levels, student supervision at the Master's and Doctoral levels, pursuit of a program of research and scholarship, providing leadership in the discipline, and actively strengthening linkages with the education community. The appointment, effective July 1, 2008, will be at the Assistant Professor level. The University of New Brunswick is one of the oldest public universities in Canada. It offers degrees in more than 60 disciplines encompassing a range of academic and professional programs. The Faculty of Education offers graduate and undergraduate programs in teacher education and adult education. The Faculty is active in international programs and has been highly successful in obtaining research grants and contracts. Fredericton, New Brunswick's capital by the St. John River, boasts many kilometers of walking trails and a very active arts community. Noted as one of the world's "smart cities" Fredericton offers affordable housing and a relaxed, Mediterranean life style. Review of applications will begin March 30, 2008, and will continue until the position is filled. A letter of application, current curriculum vitae, a statement of research interests, and two samples of scholarly work (reflecting your research interest), a teaching portfolio, and names of three references should be sent. This position is subject to final budgetary approval. Application packages should be directed to: Dr. Sharon J. Rich, Professor and Dean, Faculty of Education,The University of New Brunswick, PO Box 4400,Fredericton, NB, Canada, E3B 5A3, Phone: 506-453-4862; Fax: 506-453-3569; Email: gilmore@unb.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Early Childhood/Primary Education (birth to Grade 6). The appointment, subject to budgetary approval, will commence July 1, 2008. The preferred candidates will possess an earned doctorate in early childhood/primary education or equivalent (ABD candidates nearing dissertation completion will be considered), an excellent command of English, knowledge of early childhood and primary/junior education, teacher education in the Ontario context and a strong commitment to scholarship and publication. Expertise in multilingualism and multiculturalism is desirable as is successful early years/primary/junior and/or post secondary teaching experience. The successful candidate will be expected to teach predominately undergraduate level courses in concurrent education programs. Areas of instruction include early childhood curriculum, early language and literacy, observation/evaluation and assessment, and schooling and society. The successful candidate will also supervise graduate students' research and participate in service at the department and/or university levels. There may be opportunity to teach graduate-level, preservice or additional qualification courses. Opportunities exist to participate in innovative collaborations with the Early Years Niagara Planning Council, local school boards, organizations and associations providing services to families with children 0-6 years. Deadline for Application is Friday April 25, 2008. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and supervision and c) a well-articulated research plan. Applicants must include full curriculum vitae and the names, addresses and phone/fax/email of three referees and be sent to: Dr. James Heap, Dean, Faculty of Education, Brock University, St. Catharines, ON, L2S 3A1. Email address: esearch@ brocku.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Brock University is actively

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

www.careers.ualberta.ca

Chair, Department of Human Ecology

The Faculty of Agricultural, Life and Environmental Sciences at the University of Alberta invites applications for the position of Chair, Department of Human Ecology. The Department of Human Ecology is home to 12 full-time faculty members who conduct research on Aging; Children, Youth and Families; Material Culture; and High Performance Textiles and Apparel. Faculty members hold over $15 million in research funding, either individually or collaboratively. With an annual operating budget of approximately $1.7 million, this student-centered, research intensive Department offers masters programs in Family Ecology and Practice, Aging, and Textiles and Clothing, and a PhD program in Human Ecology. Undergraduate degrees are offered with majors in Family Ecology and Textiles & Clothing. The Department is home to a state of the art Protective Clothing and Equipment Research Facility, Textile and Apparel Research Laboratories, Design Studios, Social Sciences Research Suite, and world renowned clothing and textile collection that supports teaching and research. The Department has close collaborations with other units on campus, particularly Arts, Education, the Health Sciences Faculties, and Engineering, and with numerous community partners. Additional information about the Department is available at http://www.hecol.ualberta.ca/.

The Department seeks a Chair who exhibits commitment to bringing inspired leadership, vision, and strong strategic planning, organizational and management skills to this excellent and diverse department. The Chair will be a team builder who is an open and supportive administrator. A demonstrated ability to secure resources to support continued growth and excellence in teaching and research is essential. The successful candidate will have a demonstrated understanding of the human ecosystem perspective that unifies the physical sciences, social sciences, arts and humanities in this unique department. The successful candidate will have a doctorate and a strong track record in research, teaching and graduate student supervision that complements the Department's areas of strength.

Located in Edmonton, Alberta, Canada, the University of Alberta is recognized nationally and internationally for educational and research excellence, offering a very broad range of outstanding programs. The U of A is the 5th largest and one of Canada's premier teaching and research intensive universities serving some 36,000 students, with more than 11,000 faculty and staff.

It ranks third in research funding for Canadian universities and its faculty have received more national 3M Teaching Fellowships (Canada's top award for undergraduate teaching excellence) than any other university in Canada. For more information about the University of Alberta go to http://www.ualberta.ca/.

Review of applications will commence March 1, 2008, however, the competition will remain open until the position is filled. The start date is negotiable.

Applications, including a curriculum vitae, the names of three references, and a two-page vision statement for this position, may be sent to the contact below.

Interested applicants may apply to

Dr. John Kennelly, Dean
Faculty of Agricultural, Life and Environmental Sciences
University of Alberta
Edmonton, Alberta, Canada T6G 2P5

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF SASKATCHEWAN
PATHOLOGY AND LABORATORY MEDICINE

WWW.MEDICINE.USASK.CA/PATHOLOGY

Tenure Track Position in Experimental Pathology

The Department of Pathology and Laboratory Medicine, College of Medicine invites applications for a tenure-track faculty position in Experimental Pathology at the rank of Assistant Professor, effective July 1, 2008. This appointment is part of an initiative to enhance research intensity in basic, clinical, and translational research related to cancer stem cell biology.

Areas of research in the Department of Pathology and Laboratory Medicine include cell and molecular biology, immunology and microbiology, biochemistry, and correlative sciences related to cancer.

Applicants must have a PhD and/or MD, postdoctoral experience, and a strong research program of relevance to cancer stem cell biology. Applicants must also demonstrate success in obtaining national, health-related grant funds and have a strong track record in undergraduate and graduate teaching. The successful applicant will contribute to building a cancer stem cell research program, enhancing graduate training at the College of Medicine, and will also participate in teaching to support undergraduate MD and biomedical science programs.

The Department of Pathology and Laboratory Medicine has an accredited residency training program and is involved in the training of undergraduates, graduate students and post-graduates. The Department's broad range of clinical programs includes subspecialty aspects of pathology that are well suited to educational and research activities. The Department includes the Divisions of Anatomical Pathology, Chemistry, Hematopathology, Microbiology, Transfusion Medicine and Experimental Pathology.

The University of Saskatchewan is a publicly funded institution established in 1907. It has over 19,000 degree students, 4500 employees, an operating budget of approximately $200 million, and receives research funds in excess of $100 million annually. It offers a full range of programs, both academic and professional, in thirteen colleges, including seven in the life sciences. (Visit **www.usask.ca** and **www.tourismsaskatoon.com**)

An application including curriculum vitae, names of three referees, a statement of research program and previous teaching experience should be submitted by March 31, 2008 to:
Dr. John Krahn, Head, Department of Pathology and Laboratory Medicine
Royal University Hospital, Room 2841 – 103 Hospital Drive
Saskatoon, SK S7N 0W8

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

CAREERS CARRIÈRES

committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self-identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/humanrights/images/selfidentification.doc and include the completed form with their application. More information on Brock University may be found at the university website www.BrockU.ca. Brock University is located in St. Catharines, an urban centre in the heart of the Niagara Region, a UNESCO World Biosphere Reserve.

■ **EDUCATION (ADMINISTRATION)** — University of Victoria. The Department of Educational Psychology and Leadership Studies (EPLS), University of Victoria invites applications for a tenure-track position at the Assistant Professor level in the area of Leadership Studies to begin July 1, 2008 or as negotiated. Education background and research areas: Doctoral degree in Leadership Studies or Educational Leadership with an emphasis on school leadership. Experience and ability(ies): Successful record of teaching at the post-secondary level; b) Leadership experience in schools; c) Ability to teach a variety of Leadership Studies courses; d) Demonstrated understanding of school leadership and administration; e) Record of scholarly achievement. Knowledge and background in two or more of the following areas.1) Leadership theory and practice in schools, 2) Educational policy and school change, 3) Promoting equity and cultural diversity in school settings, 4) Conflict resolution in school and district governance, 5) School leadership and student achievement. The individual would be expected to:1) Teach undergraduate and graduate courses; ii) Develop and maintain an active program of research; iii) Participate in committees, and other service activities; iv) Supervise graduate students and their research; v) Assume an active and meaningful role in the academic and organizational life of the Department and the Faculty of Education. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications should include curriculum vitae and the names and contact information of three referees. Applications must be received by April 25, 2008. Send to: Dr. John Welsh, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, University of Victoria, PO Box 3010 STN CSC, Victoria, BC, V8W 3N4; Email: edpsych@uvic.ca; Phone: (250) 721-7760; Fax: (250) 721-6190; http://www.educ.uvic.ca.

■ **EDUCATIONAL PSYCHOLOGY & FAMILY STUDIES — Red Deer College.** Red Deer College is seeking an Educational Psychology and Family Studies instructor to join the Bachelor of Education's faculty team. This position is probationary full-time (leading to continuous appointment). Teaching responsibilities for this position will include first and second year university level courses in Introductory Education Psychology and Family Studies (Relationship Development and Human Sexuality). Other course training combinations may be possible. The successful candidate for this position will have a Master's degree in Ed Psychology or equivalent (PhD preferred), a valid Province of Alberta Teaching Certificate (or qualifications to attain this certification), and relevant post-secondary or secondary teaching experience. The position will begin in August, 2008. Please visit our website at www.rdc.ab.ca/employment for further information (Competition Number 2008-F-007).

■ **ELECTRICAL & COMPUTER ENGINEERING — Royal Military College of Canada.** The Electrical and Computer Engineering Department of the Royal Military College of Canada invites applications for two tenure-track positions at the level of Assistant Professor or, for exceptionally qualified candidates, at the level of Associate Professor. The required qualifications are a PhD or its equivalent in Software Engineering or Computer Science, acceptable teaching experience in Software Engineering, and a strong or promising record of publications. Exceptional candidates close to completion of a PhD may be considered. Industrial experience may be considered where relevant. The Electrical and Computer Engineering Department is seeking to strengthen its expertise in the Software Engineering Program in the areas of software requirements engineering, software design, real time system design, and software systems engineering. However, applicants with other areas of specialization in Software Engineering will also be considered. The successful candidates are expected to teach at the undergraduate and graduate levels, to supervise graduate students, and to conduct active research programs. Candidates should note that the Royal Military College does enrol civilian graduate students at both the Masters and PhD levels, and that both civilian students and faculty members have full access to funding to support studies and research, including NSERC funding. Candidates are also expected to be Professional Engineers, or to become licensed during the first 36 months of employment. These are bilingual positions, which require the ability to read, comprehend and communicate orally in both official languages (linguistic profile: PPP/PPP). The salary range is $46,283 to $84,515 per annum for Assistant Professor, and $63,583 to $101,814 per annum for an Associate Professor, plus an annual Terminable Allowance of $3,300 for 2008/2009. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae, including a summary of research interests, sample publications, and the names and contact details of their referees, to: Cheryl Hogan,Civilian Human Resources Officer,Canadian Forces Base Kingston, PO Box 17000, Station Forces, Kingston, ON K7K 7B4;Telephone: (613) 541-5010 ext 5037;Fax: (613) 541-4496; E-mail: hogan.cl@forces.gc.ca. The expected starting date for the position is 1 July 2008. The closing date for applications is 4 April 2008. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering, University of Waterloo, invites applicatrons for a number of tenure-track and tenured faculty positions. The levels of appointment will be based on the qualificatrons and academic records of the applicants. Exceptional candidates are being sought in most areas of computer engineering, software engineering, and nanoechnology engineering, and in the areas of VLSI/circuits, information security, photonics, MEMS, signal/image processing, control/mechatronics, and quantum computing. However, outstanding candidates in other areas of electrical and computer engineering will also be oonsidered. For more information on current openings, visit http://ece.uwaterloo.ca/. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineeoring, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 69 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrolment of more than 300 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineeoring (offered jointly with the School of Computer Science), Mechatronics Engineering (offered jointly with the Departments of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department oilers an outstanding research environment in two recently oompleted new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the Inventor. The University of Waterloo has been named the Best Overall university by reputation in Canada for the past 13 years. It is located in the attractive two-university oommunity in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities oferad by the Great Lakes and Provincial Parks. Interested candidates should send a cumculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via The online system at https://ecoadmin.uwaterloo. ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University oi Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** Applications are invited for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or Full Professor in the general area of information security and assurance with special interests in the security of software, systems, networks or closely related areas. Applicants should have earned a doctoral degree in Electrical/Computer/Soltware Engineering, Computer Sclenca, or a closely related discipline. All applicants must have a strong cammitment to research and teaching. Salaries are competitive and are determined according to the successful epplicant's accomplishments, experience and qualifications. The department currently has more than 74 laculty members. The graduate programs attract outstanding Canadian and internatianal applicants, with an enrolment of more than 400 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineeoring, Software Engineeoring (offered jointly with the Schaal of Computer Sclenca), Mechatronics Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department oilers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the Universlty, which vests the nghts with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://ecoadmin.uwaterloo. ca/DACA. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University oi Waterloo encourages applicatrons from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering (E&CE) and the Institute for Quantum Computing (IQC) at the University of Waterloo invite applications for a tenure-track faculty position in Quantum Computing. Exceptional candidates are being sought in the areas of Quantum Information including Quantum Optics, Single Photon Technology and Superconductivity. Experimentalists will be preferred but outstanding theorists will also be considered. For more information on current openings, visit http://www.ece.uwaterloo.ca. Applicants should have earned a doctoral degree in Electrical and Computer Engineering, or a closely related discipline. All applicants must have a strong commitment to research and teaching. The successful applicants will be expected to register as a PEng with the Association of Professional Engineers of Ontario. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. Candidates will be considered for a Tier 2 Canada Research Chair. The E&CE Department, http://www.ece.uwaterloo.ca, is part of the Faculty of Engineering (www.eng.uwaterloo.ca) and has thriving groups in RF/Microwave and Photonics and Nanotechnology relevant to Quantum Computation. Information about IQC activities can be found at www.iqc.ca or by contactng Prof Raymond Laflamme (laflamme@iqc.ca). The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the nghts with the invantor. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at https://ecoadmin.uwaterloo.ca/DACA. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Applications will be accepted until the position is filled.

■ **ELECTRICAL & COMPUTER ENGINEERING (CHAIR) — University of Waterloo.** Nominations and applications are invited for the position of Chair of the Department of Electrical and Computer Engineering at the University of Waterloo. The successful candidate will play a crucial role in leading the department through a period of unprecedented growth, establishing the academic tone for the university's largest department and playing a major part in shaping the direction of the Faculty of Engineering.A fast growing department, Electrical and Computer Engineering currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The department offers an excellent environment for teaching and research, including 34,000 square feet of new classroom, laboratory and office space in two recently completed buildings. To accommodate recent and anticipated growth in the Faculty of Engineering, several additional new buildings are planned. Electrical and Computer Engineering's renowned co-op undergraduate programs have an enrolment of 1,500 of the top students in Canada and its graduates are consistently highly sought-after by industry. ECE also shares leadership and teaching in the software engineering, mechatronics engineering and nanotechnology engineering undergraduate programs, all of which attract outstanding students. Recent expansion of the graduate program, which draws both Canadian and international students, has led to an enrolment of 450 master's and PhD students. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population 320,000) in southwestern Ontario, about one hour west of Toronto. Researchers benefi t from close connections with the many high-tech companies in Waterloo Region and from the University oi Waterloo's unconventional intellectual property policy, which vests the rights with the inventor. Candidates are expected to have a distinguished record of teaching, research and university service. Applications and nominations should include a detailed resume, references and a statement of capabilities and qualifications. For full consideration, applications and nominations should be received prior to January 18, 2008. Send applications and nominations to: Dr. Adel S. Sedra, Dean, Faculty of Engineering, University of Waterloo, 200 University Avenue, West, Waterloo, Ontario, Canada, N2L 3G1. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **ENGINEERING — Saint Mary's University.** The Division of Engineering at Saint Mary's University seeks applicants for a tenure-track position in Engineering at the Assistant Professor level. Please note that this position is subject to final budgetary approval. Engineering at Saint Mary's University operates as part of the Associated Universities program in Nova Scotia. The typical student completes a two-year Diploma in Engineering at Saint Mary's before completing their B.Eng.

www.careers.ualberta.ca

UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

Assistant Professor in Directing

The Department ot Drama, University of Alberta invites applications for a full-time appointment (Assistant Professor, entry level) in Directing, with expertise in one or more of: cross cultural or interdisciplinary performance, contemporary approaches to classical texts, image-based theatre, extended performance styles, and/or original theatrical creation. Start date: July 1, 2008 (negotiable).

Qualifications include PhD or MFA degree in theatre, professional theatre equivalencies will be seriously considered. Applications will be reviewed after April 10, 2008 and until position is filled. See the U of A website for a copy of the full ad or for further details: www.careers.ualberta.ca or www.ualberta.ca/drama.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

MEMORIAL UNIVERSITY

DEAN, SCHOOL OF GRADUATE STUDIES
Memorial University of Newfoundland

Memorial University, the largest University in Atlantic Canada, plays a key role in the future prosperity of the Province of Newfoundland and Labrador. The School of Graduate Studies at Memorial offers a diverse selection of over 100 graduate programs leading to diplomas, master's and doctoral degrees in the arts, sciences, professional and interdisciplinary areas of study to over 2,000 students.

The University's new strategic plan projects overall enrolment to move from 17,500 to 20,500 within 5 years, with most of the increase to come at the graduate level. In-keeping with this ambitious plan, the new Dean will provide innovative leadership to the School of Graduate Studies during this time of growth, will be an advocate for Graduate Studies within Memorial and at the provincial and national level and will collaborate with the Deans and Directors in Memorial's other Faculties and Schools in fostering new graduate programs and enhancing graduate student recruitment efforts.

The ideal candidate will bring outstanding academic qualifications, significant administrative experience and a passion for advancing graduate studies.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is an equal opportunity employer, committed to the principle of equity in employment, and encourages applications from qualified women and men, visible minorities, Aboriginal peoples and persons with disabilities.

Should you want to learn more about this unique leadership opportunity, call Alex Verdecchia or Kelly Baron at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees in confidence, to Provence Consulting Inc. Email: search@provenceconsulting.com

PROVENCE FINDS

We will communicate with all who express interest.

CAREERS CARRIÈRES

at Dalhousie University. Many students opt to take an additional year to graduate from Saint Mary's with a BSc and Diploma in Engineering. Part of the Faculty of Science, Engineering at Saint Mary's is entering a period of renewal. The successful candidate will be expected to hold (or be eligible for) P.Eng. registration and will be expected to teach across a broad spectrum of introductory engineering courses. We are especially interested in applications from persons who could provide a strong "hands-on" component to the Engineering program. At the present time, there is a strong robotics-mechatronics laboratory component, but room for growth in this and other areas of Engineering. Opportunities also exist for collaborative research and graduate supervision within the Faculty of Science at Saint Mary's and with the Faculty of Engineering at Dalhousie University. Please send your application, including a current curriculum vitae, a summary of your research plan and teaching philosophy, along with the names and contact information for three references to: Chair, Engineering Search Committee, Division of Engineering, Saint Mary's University Halifax, NS, B3H 3C3; E-mail: engineering@smu.ca. The Division will begin reviewing applications on April 30th, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **ENVIRONMENT, POLICY & SUSTAINABLE ENERGY — University of Waterloo.** The University of Waterloo invites applications for a tenure-track position in environment, policy and sustainable energy at the level of Assistant Professor or Associate Professor (for an exceptional and appropriately experienced candidate) in one of the five academic units in the Faculty of Environmental Studies. More information about the Faculty of Environmental Studies may be found at http://www.fes.uwaterloo.ca. Applicants should have research expertise in the business, political, behavioural and/or built-environment aspects of sustainable energy (for example, renewable energy, conservation and demand management, or design and planning community energy systems). Applicants should also have an interest in placing their research expertise and activities within a broader interdisciplinary setting that examines the policy, planning and governance of energy systems in an integrated manner. Applicants should have a PhD, a demonstrated record of excellence in research in environment, policy and sustainable energy, and the potential to develop a nationally and internationally recognized interdisciplinary research program. This position will add to the existing and growing expertise at the University of Waterloo in areas related to sustainable energy. A senior Ontario Research Chair in Public Policy for Sustainable Energy Management was recently established. The Faculty of Environmental Studies is a partner in the Waterloo Institute for Sustainable Energy (http://www.wise.uwaterloo.ca) and has significant ongoing research in sustainable energy, including residential energy efficiency, 'green power', and conservation and demand management strategies. Applications must include: i) a curriculum vitae and the names (with contact information) of four referees; ii) a research statement outlining the applicant's approach and specific plans; and iii) a teaching portfolio summarizing the applicant's relevant experience and teaching philosophy. The first stage in the review of applicants will be based on the application documents. Referees will be contacted for those being considered in the second stage of the review. Applications will begin to be reviewed on March 1, 2008, and will continue to be accepted until the position is filled. Applications should be sent to: Dr. Ian Rowlands, Chair, Faculty Search Committee, (Environment, Policy and Sustainable Energy), Faculty of Environmental Studies, University of Waterloo, Waterloo, ON. N2L 3G1, Email: irowland@fesmail.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

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■ **FAMILY & NUTRITIONAL SCIENCES — University of Prince Edward Island.** The Department of Family & Nutritional Sciences invites applications for a ten-month term appointment in Foods & Nutrition at the rank of Assistant Professor/Lecturer from August 1, 2008 - May 31, 2009. Duties will include teaching undergraduate courses in Foods & Nutrition such as Clinical Nutrition, Nutritional Assessment, Introductory Nutrition and Nutrition for Nursing Practice. The ability to teach broadly within the Foods & Nutrition curriculum is considered an important asset. Please consult the University's website for a list of the courses offered. (http://www.upei.ca/registrar/html/3_fam_nutritional.html). Qualifications: PhD is preferred; a Master's degree in Foods & Nutrition or related discipline is required. Eligibility for membership in Dietitians of Canada is considered an asset. In addition to a letter of application, applicants should submit a curriculum vitae, a statement of teaching experience and philosophy, and arrange for three letters of reference under separate cover sent to: Dr. Kathy Gottschall-Pass, Chair, Department of Family & Nutritional Sciences University of Prince Edward Island, 550 University Avenue, Charlottetown, PE, C1A 4P3, Tel: 902-566-0492, E-mail: kgottschall@upei.ca, http://www.upei.ca/family&nutrition/. Consideration of applications will commence February 28, 2008 and continue until the position is filled.

■ **FINANCE — University of Waterloo.** The University of Waterloo invites applications for tenured or tenure-track positions in Finance, for appointments beginning July 1, 2008 or thereafter. Rank is open. A Chaired Professorship is possible for an outstanding senior candidate. Candidates for a tenure-track position should have a completed or nearly completed Ph.D. and should demonstrate the potential for excellent research and teaching. Candidates for a tenured position should have a record of outstanding achievement and an interest in contributing to our graduate programs. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 20 new faculty members over four years. In 2008, we will add over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. Finance faculty members produce theoretical and empirical research on asset pricing, corporate finance, derivatives, investments, and financial econometrics. Our faculty are associated with the Institute for Quantitative Finance and Insurance, which coordinates research activities in finance and actuarial science across the University. For further information, visit http://www.iqfi.uwaterloo.ca. The University of Waterloo consistently ranks as a leading comprehensive university in Canada. The School offers undergraduate and graduate programs in financial management and accounting, along with a Master's program in finance (in collaboration with the Department of Statistics and Actuarial Science), and a PhD program. Details about these programs may be found at http://accounting.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. To apply, please send a curriculum vitae and research sample, preferably electronically. In addition, three referees should send letters directly to: lokai@uwaterloo.ca. Alternatively, paper applications may be sent to: The Director, c/o Lori Laronde, Administrative Assistant, School of Accounting and Finance, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Review of applications began in September 2007 and will continue until the positions are filled.

■ **FINE ARTS — University of Waterloo.** The Department of Fine Arts at the University of Waterloo is seeking a faculty member for a tenure- track position in Studio. Applicants should have an MFA, a strong background in both traditional and contemporary approaches to studio practice, research interests in contemporary theory and demonstrated ability to teach in the areas of painting and drawing. The successful candidate will contribute to all levels of the undergraduate and graduate program. The appointee will be expected to take a primary role in the department's MFA program, both in teaching and administration and will be responsible for developing courses in contemporary art and theory at both the graduate and undergraduate levels. Additional assets that would be looked upon favourably by the committee include ability to teach in a variety of studio disciplines; interests in integrating digital media in studio practices; an MA or PhD. We are seeking a person with energy, enthusiasm and vision who will actively contribute to the ongoing development of the department. The successful candidate will be actively engaged in their own practice, committed to excellence in teaching and excited about the potential for cross-disciplinary connections with other departments. The appointment will be at the rank of Assistant or Associate, depending on qualifications. The position will start on January 1, 2009. The Department of Fine Arts offers a collegial atmosphere in an vibrant department, within a renowned, innovative university. While the primary focus of the department is in Studio Art, we also offer undergraduate degree programs in Art History and Film Studies. The Waterloo Region is a culturally active community and home to a number of cultural institutions including The Kitchener Waterloo Art Gallery, The Perimeter Institute for Theoretical Physics, The Cambridge Galleries and The Canadian Clay and Glass Gallery. Applicants should include in their response: 1. a clear statement of teaching and research interests; 2. CV detailing educational and professional background, exhibition history and teaching experience; 3. a portfolio of 20 slides or digital images (please review submitting digital material on our web site http://www.finearts.uwaterloo.ca/digitalMaterial.html); 4. the names of three persons who may be contacted regarding the candidate's qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The department will begin reviewing applications on February 29, 2008 and will continue to accept applications until a suitable candidate is found.

■ **FOOD SCIENCE — Michigan State University.** Duties and expectations: 1) Develop a coordinated research, teaching, and outreach program relevant to handling and packaging systems for fresh fruits and vegetables in the global market; 2) Develop an internationally recognized program of scholarly research, as evidenced by scholarly publications, external support, and disciplinary and professional involvement in his/her areas of inquiry; 3) Obtain external grants and/or contacts to support research and provide attendant graduate student support; 4) Initially teach at least two full courses or equivalent per year, 5) Provide mentoring and funding for graduate student research; 6) General departmental and University responsibilities, outreach to stakeholder groups, and involvement in disciplinary and professional organizations relevant to the candidate's scholarship are a component of all tenure track appointments, 7) The scholarly agenda of the successful applicant might include: i) materials and package systems to address specific needs of post harvest handling and packaging of fresh fruits and vegetables; ii) product safety and traceability; and iii) global agrifood business development; 8) Preference is for a scholar with international and foreign language competence, 9) Collaborate with and generate strong ties with units such as Horticulture, Food Science and Human Nutrition, and Biosystems and Agricultural Engineering. 10) Minimum qualification for this position is a PhD degree in a relevant field. Post-doctoral degree experience preferred but not required. Applications are due by March 15, 2008. Late submissions will be considered if a suitable candidate pool is not identified by the deadline. MSU is an affirmative action, equal opportunity employer. MSU is committed to achieving excellence through cultural diversity. The University actively encourages applications and/or nominations of women, persons of color, veterans, and persons with disabilities. Interested individuals should contact the Chair of the Search committee for more information and a copy of the complete position announcement. Submit questions and applications to Harold Hughes, PhD, Search Committee Chairperson. Email: harold@msu.edu, phone: 517-353-6462.

■ **FOOD SCIENCE — University of Guelph.** The University of Guelph is seeking applicants for a faculty position at the rank of Assistant or Associate Professor (tenure-track) in Sensory Science with a focus on food systems. The appointment will be a probationary Professorship in the Department of Food Science. The successful candidate will be expected to develop a vigorous collaborative and interdepartmental research program involved in strong programs in sensory analysis methods and applications, which will be a focal point for faculty, graduate students, senior undergraduate students, research associates, staff and industry partners. A high level of initiative and good communication skills are important attributes for this position. The ability to teach and communicate are as important as research ability. The successful candidate will be expected to teach at the graduate and undergraduate levels. The primary teaching assignment initially will be an undergraduate course in Sensory Analysis. The Department of Food Science has a strong reputation as a center of excellence and currently has 16 tenured/tenure-track faculty members, several adjunct faculty, 120 graduate students, 120 undergraduate students, 8 permanent support staff and several contractual support staff (www.foodscience.ca). The Department has excellent laboratories and access to a modern food processing pilot plant, and has key roles in campus food related research groups including the Canadian Center for Research in Food Safety (CRIFS), the Food and Soft Material Science research network and Laboratory Services Division of the University of Guelph. The Department of Food Science also has ex-

UNIVERSITY OF ALBERTA
EDMONTON ALBERTA, CANADA

www.careers.ualberta.ca

Canada Research Chair (Tier 1), Environmental Economics

The Department of Rural Economy, Faculty of Agricultural, Life and Environmental Sciences, invites applications from outstanding individuals for one full-time, tenured position at the Professor level. As a result of our current directions in undergraduate and graduate programs, and to build on areas of research strength, we are interested in high quality candidates with research expertise applied to Environmental Economics topics including land use, water resources, air quality, environment and health or other environmental and resource issues in a global or local context.

The successful candidate will be required to teach at the undergraduate and graduate levels, supervise undergraduate and graduate students, establish a viable, externally-funded research program, and assist in the administrative duties of the department and faculty. This position is at the Full Professor level; however, outstanding candidates may be considered at the Associate Professor level. Outstanding research, graduate student supervision and teaching records are required for appointment at the CRC Tier I level. Applicants will hold an earned Ph.D. in economics or related field, with environmental economics as a specialization, and will have made significant contributions in major economic journals and public policy fora, to research on environmental economics.

The Department of Rural Economy offers bachelors, masters, and doctoral degrees. Focused areas of study include; environmental and resource economics, agricultural economics, forest economics, agribusiness management and rural sociology. Its sixteen full-time academic staff members have been recognized for their teaching and research excellence. Scholars interested in learning more about the Department of Rural Economy and the research programs of the current staff are invited to view the department website at: http://www.re.ualberta.ca/ or contact Dr. Ellen Goddard. Successful candidates for this position will have the benefit of working with a strong group of resource and environmental economists across the University - in the Faculty of Business (for example, Centre for Applied Business Research in Energy and the Environment http://www.business.ualberta.ca/cabree/), in the Department of Economics (http://www.uofaweb.ualberta.ca/economics/) and through new initiatives such as the School for Energy and the Environment (http://www.uofaweb.ualberta.ca/see/index.cfm).

The University of Alberta is one of Canada's largest and most-respected research universities. The University has a population of over 36,000 students, and granted 8,129 degrees in 2006. It is located in Edmonton, the provincial capital of Alberta. With a metropolitan area population of approximately one million people, Edmonton is home to several major arts and music festivals each year, and boasts the largest system of urban parkland in North America. For more information on the University of Alberta and Edmonton, please visit http://www.ualberta.ca/ and http://www.infoedmonton.com/

Interested candidates are asked to submit a curriculum vitae, names of three references, a statement of current and future research interests and three papers most relevant to research interests.

Dr. Ellen Goddard, Chair
Department of Rural Economy
515 General Services Building
University of Alberta
Edmonton, Alberta T6G 2H1 Canada
Email: ellen.goddard@ualberta.ca

Deadline: April 1, 2008

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

www.nipissingu.ca

NIPISSING UNIVERSITY is situated in a beautiful, natural setting, on an escarpment overlooking Lake Nipissing in North Bay, Ontario. The city is located just 3.5 hours north of Toronto or west of Ottawa, and has a population of 60,000.

DIRECTOR OF THE COLLABORATIVE BACHELOR OF SCIENCE IN NURSING PROGRAM

Nipissing University, identified as one of Canada's best universities based on national student and graduate surveys, invites applications for an exciting leadership position as the Director of the Bachelor of Science in Nursing Program, commencing July 1, 2008. This is an integrated collaborative program jointly offered by Nipissing University and Canadore College.

The Director of Nursing of the Collaborative BScN Program is the academic and administrative leader for faculty and staff from both institutions who are involved in the Program. He/she will be a faculty member of Nipissing University within the context of a possible 'joint appointment' between Nipissing University and Canadore College, reporting directly to Deans of both institutions, with primary responsibility for academic program delivery, including academic staffing, enhancing scholarship and curriculum development and other matters as appropriate to the University and College context. The Director will be a member of appropriate executive and faculty councils in both institutions.

The ideal candidate will possess a completed PhD, or be engaged in doctoral study. One graduate degree must be in the discipline of Nursing, and the candidate must be eligible for nurse registration with the College of Nurses of Ontario. This is an outstanding opportunity to provide creative leadership in teaching, research and administration, build on new directions and create new programs in Nursing.

The position's rank and salary will be commensurate with qualifications and experience. Salary levels are competitive, and Nipissing offers an attractive benefits program. Applicants should submit a letter of application, a research agenda, a statement of teaching philosophy, a curriculum vitae, three letters of recommendation (with at least one commenting on a research program and at least one commenting on leadership) and teaching evaluation summaries (if available), to: **Dr. Douglas Parker, Dean of Arts and Science, Nipissing University, 100 College Drive, North Bay, ON P1B 8L7. Tel: 705-474-3461, ext. 4291. Fax: 705-474-3072. E-mail: asfacpas@nipissingu.ca.** The consideration of applications will begin in February 2008, and continue until the position is filled. The Selection Committee would like to thank all applicants for their interest in Nipissing University; however, only those selected for interviews will be contacted.

For more information on Nipissing University and North Bay, visit **www.nipissingu.ca.**
For more information on Canadore College, visit **www.canadorec.an.ca.**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

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Nipissing University is an equal opportunity employer.

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tensive collaborations with other departments and agencies located in Guelph such as the Guelph Food Technology Center and the Food Research Center of Agriculture and Agri-Food Canada. The University of Guelph is research-intensive and learner-centered with a solid and enduring reputation as a premier Canadian university. The application, with a detailed statement of interest in the position including potential research plans, a full resume and the names of three persons who may be contacted for references, should be submitted by April 15, 2008, to Dr. Art Hill, Acting Chair, Department of Food Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1; (ahill@uoguelph.ca) We will start to review applications in May 2008 with the objective to select a suitable candidate by mid July 2008 and with a targeted appointment date, subject to confirmation, of September 2008 The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **FOOD, NUTRITION & HEALTH — University of British Columbia.** The University of British Columbia is seeking applications or nominations for a Canada Research Chair, established by the Government of Canada to enable Canadian universities to foster world-class research excellence. The University's Strategic Research Plan includes a Tier II Chair in the Faculty of Land and Food Systems in the area of Human Nutrition. Candidates must be established scholars with demonstrated potential of becoming world leaders in their research area. They should have a strong commitment toward interdisciplinary research, the ability to attract excellent graduate students, and have demonstrated potential for excellence in teaching at both the graduate and the undergraduate level. A PhD obtained within the last 10 years, postdoctoral or equivalent experience, and a strong background in human nutritional sciences are essential. The appointment will be tenure-track at the rank of Assistant or Associate Professor, with reduced teaching responsibilities. The successful candidate will develop a research program that focuses on characterizing physiological, biochemical or genomic mechanisms for the effects of nutrition on human health. The candidate's research program will be original, innovative, and of high quality. Applicants should send a curriculum vitae, a brief (1-2 page) five year research program plan, and a record of teaching effectiveness along with the names, addresses, e-mails, telephone and fax numbers of four references to Dr. Susan Barr, Chair of the Selection Committee, Food, Nutrition & Health, University of British Columbia, Vancouver BC, V6T 1Z4 or by e-mail to susan.barr@ubc.ca (electronic submission is encouraged). Enquiries by telephone (604-822-6766), fax (604-822-5143) or e-mail are welcome. Details about the Faculty and its current research programs are available at http://www.landfood.ubc.ca, and information on the Canada Research Chair program is available at http://www.chairs.gc.ca. Review of nominations will begin on February 15, 2008 and will continue until the position is filled. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all persons to apply. The position is subject to review and final approval by the CRC Secretariat. Canada Research Chairs are open to individuals of any nationality; offers will be made in accordance with the Canada Research Chairs Program and best fit with the Department's core mandate and mission.

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■ **GÉNIE ÉLECTRIQUE ET GÉNIE INFORMATIQUE — Le collège militaire royal du Canada.** Le département de génie électrique et de génie informatique du Collège militaire royal du Canada invite les candidatures pour deux postes permanents au rang de professeur adjoint ou au rang de professeur agrégé pour des candidats exceptionnellement qualifiés. Les qualifications requises sont un doctorat (PhD) ou l'équivalent en génie logiciel ou science informatique, une expérience acceptable d'enseignement en génie logiciel et un dossier de publications solide ou prometteur. Des candidats exceptionnels en dernière phase d'achèvement d'un doctorat pourraient être considérés. Une expérience industrielle pertinente pourrait être considérée. Le département de génie électrique et de génie informatique cherche à accroître immédiatement l'expertise de son programme de génie logiciel dans les domaines d'ingénierie des exigences de logiciel, conception de logiciels, conception de systèmes en temps réel, et génie de systèmes logiciels. Cependant, les candidats spécialisés dans d'autres domaines de génie logiciel seront également considérés. Les candidats choisis devront être disposés à enseigner des cours de premier et deuxième cycles, de superviser au niveau du deuxième cycle, et d'entreprendre un programme de recherche. Les candidats devraient nofer que le Collège militaire royal du Canada enrole des étudiants civils de deuxième et troisième cycles, et que ces étudiants de même que les membres de la faculté ont accès à des fonds pour supporter leurs études et leurs recherches, incluant des fonds du CRSNG. Les candidats devront être membres de l'ordre des Ingénieurs professionnels ou pouvoir le devenir pendant les premiers 36 mois de feur emploi. Il s'agit de postes bilingues qui requièrent la capacité de lire, de comprendre et de communiquer oralement dans fes deux langues officielles (profil linguistique PPP/PPP). L'échelle salariale est de 46 283$ à 84 515$ par année pour un professeur adjoint et de 63 583$ à 101,814$ par année pour un professeur agrégé, plus une indemnité provisoire de 3 300$ pour 2008/2009. Le salaire de départ accordé dépendra de l'expérience et des qualifications du candidat. Les personnes sélectionnées auront une période probatoire de 36 mois. Les candidats intéressés doivent faire parvenir leur curriculum vitae, accompagné d'un sommaire de feurs intérêts de recherche, de quelques exemples de publications et les noms et coordonnées de trois références, à: Cheryl Hogan,Centre de services des ressources humaines civiles,Base des forces canadiennes Kingston,CP 17000, Succursale Forces,Kingston, ON, K7K 7B4; Téléphone: (613) 541-5010 poste 5037; Fac (613) 541-4496; Courrier électronique: hogan.cl@forces.gc.ca. La date prévue d'entrée en fonction est le 1er juillet 2008. La date limite d'acceptation des candidatures est fixée au 4e avril 2008. Selon la Loi sur l'emploi dans fa fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada. Les personnes qui ont obtenu un diplôme à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/clcic /Le Collège militaire royal du Canada est une institution mixte et bilingue. Ce poste est offert également aux femmes et aux hommes.

■ **GEOGRAPHY & ENVIRONMENTAL MANAGEMENT — University of Waterloo.** The University of Waterloo invites applications for a fenure-track positon at the Assistant or Associate Professor level specializing in Human Oimensions of Climate Change or Hazards. Preference will be given to applicants who have expertise in the consequences of climate change and response options (adaptation and mitigation policy, planning and technology, cultural sensitivity) or expertise in assessing the vulnerabilities of human systems to hazards. The ability to contribute to the research program of the new Interdisciplinary Centre on Climate Change (IC3) is desirable. The successful candidate is expected to teach at the graduate and undergraduate levels. The position is in the Department of Geography, Faculty of Environmental Studies. The Faculty also includes the Department of Environment and Resource Studies, School of Planning, Centre for Environment and Business and Centre for Knowledge Integration. For additional information see: http://www.fes.uwaterloo.ca/. Applicants must have a PhD. Anticipated start date: September 1, 2008 (or sooner). Applications must include statements of career objectives, research interests, and the applicant's approach to teaching and learning. Applicants must include with the letter of application a curriculum vitae and the names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application and the CV. Referees will be contacted for those being considered in the second stage of the review. The review of applications will commence on February 15th and continue until the position is filled. Applications should be sent to: Chair, Faculty Seach Committee, Department of Geography, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Carleton University.** The Department of Geography and Environmental Studies (DGES) seeks applicants for a Canada Research Chair (Tier 1) specializing in Globalization and Global Environmental Change (GGEC). The appointment will be at the senior Associate or Full Professor level and will commence on July 1, 2009. Carleton University is a medium-sized, research intensive institution located in Ottawa, Canada and it provides ready access to the wide array of public and private sector resources available in the nation's capital city. DGES has a strong research profile and several faculty have active research programs relating to GGEC. The Department's graduate programs promote research in and across the geographies of social change and environmental change, and attract highly qualified students. GGEC is of growing strategic importance to Carleton and DGES, and much of this research is conducted in close collaboration with government agencies, the private sector and NGOs. The Chairholder will be expected to build upon this foundation and play a leading role in the further development of interdisciplinary research programs within and beyond the host Department, secure externally funded research grants that will support their own and graduate student research, actively contribute to teaching and research supervision at the graduate and senior undergraduate levels, and mentor junior faculty and post-doctoral fellows. This position will be of interest to individuals who have a proven, sustained, and internationally recognized research record that is consistent with the mandate of Canada's Social Sciences and Humanities Research Council and

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Assistant or Associate Professor in Apparel Design

The Department of Human Ecology at the University of Alberta invites applications for a tenure track position in apparel design, effective July 1, 2008 or as soon thereafter as possible. Hiring will be at the rank of Assistant or Associate Professor, commensurate with qualifications and experience. The preferred candidate must demonstrate an ability to conduct research and teaching related to the sizing, fit and function of clothing with particular emphasis on high performance textiles and apparel. A background in the study of Material Culture will be an asset. Responsibilities will include teaching undergraduate and graduate courses in apparel design and computer-aided design with a focus on functional clothing. The successful candidate will be expected to indicate their ability to develop and maintain a quality research program related to the Department's research strength in high performance textiles and apparel.

Applicants must have a doctorate in textiles and apparel or related field and demonstrated excellence in university teaching. For the higher academic rank, a demonstrated record of distinction in research, funding and teaching is also required.

The Department offers undergraduate and graduate degrees in textiles and clothing and is home to the Protective Clothing and Equipment Research Facility, established for the development of devices and protocols for use in the evaluation of the protective qualities of materials, clothing and equipment. Studios are well-equipped for computer-aided design. The Department also is recognized for its clothing and textiles collection of nearly 17,000 artifacts spanning 250 years of dress and textiles from around the world. For more information please see website at: http://www.hecol.ualberta.ca/.

To apply, please submit a cover letter that addresses the requirements of the position and your scholarship focus, curriculum vitae, teaching dossier, sample publication, and the names and contact information for three references. Deadline for receipt of applications is February 29, 2008 and review of applications will commence March 1, 2008, however the competition will remain open until the position is filled. Please submit all materials to the contact below.

Interested applicants may apply to:

Dr. Janet Fast, Chair
Department of Human Ecology
302 Human Ecology Building
University of Alberta
Edmonton, Alberta, Canada T6G 2N1
Phone: (780) 492-5768
Email: janet.fast@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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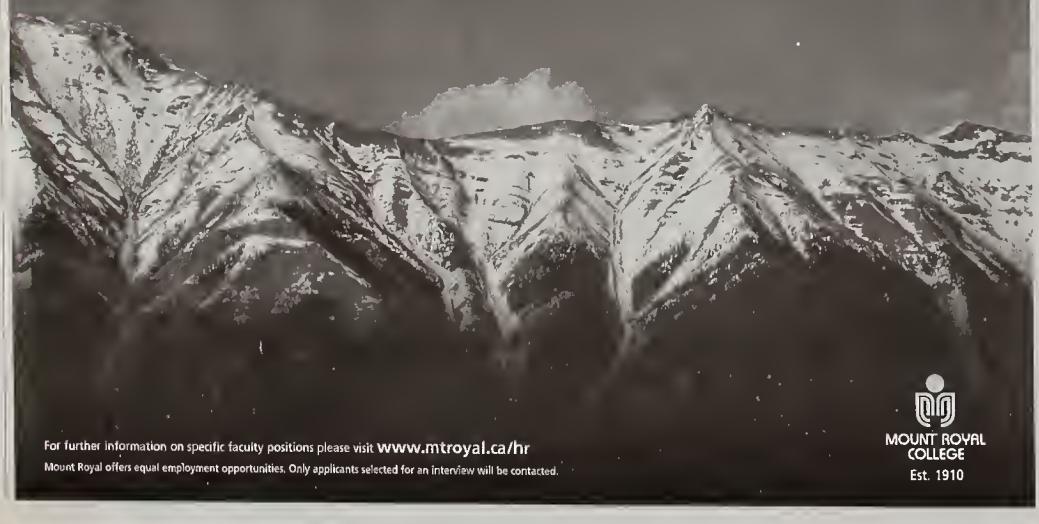
- Engineering
- History
- Interior Design
- Sociology
- Psychology
- Anthropology

Mount Royal may also be seeking faculty in a number of other departments. Vacant positions are posted regularly. Please visit our website for further information.



For further information on specific faculty positions please visit **www.mtroyal.ca/hr**

Mount Royal offers equal employment opportunities. Only applicants selected for an interview will be contacted.

MOUNT ROYAL COLLEGE
Est. 1910

CAREERS CARRIÈRES

similar research granting institutions, as well as a background that would permit appointment at the senior Associate or Full Professor level. All qualified candidates are encouraged to apply but applications from Canadians and permanent residents will be given priority. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment and social strength. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity. Applications should include a curriculum vitae, a statement of their research achievements and plans, links to or up to three reprints of relevant publications, and the names and co-ordinates of three referees. Inquiries and applications for this position can be sent by email to: Chair_Geography @carleton.ca or posted to Mike Bridadch, Professor and Chair, Department of Geography and Environmental Studies, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. Consideration of applications will commence on March 24, 2008 and continue until the search committee has made a final decision. Additional information about the Department is available at www.carleton.ca/geography. Please see www.chairs.gc.ca for more information about the Canada Research Chairs program.

■ **GEOGRAPHY & ENVIRONMENTAL STUDIES — Wilfrid Laurier University.** The Department of Geography and Environmental Studies has an opening for a full-time, one year, limited term position at the assistant professor level to begin July 1, 2008 (subject to budgetary approval). The position is in the area of Resource/Environmental Management and Physical Geography. Candidates will have a demonstrated understanding of physical processes, and their implications for resource management. The appointee will be expected to contribute to undergraduate and graduate teaching and research in a combination of fields in resource and environmental management, and physical geography. The successful candidate will be expected to teach courses in Risks and Disasters, Field and Lab Techniques, Wildlife Management, Parks and Protected Areas, Social-Ecological Systems Approaches and The Surface of Earth. The successful candidate must have or be near completion of a PhD at the time of appointment and demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. It is expected that the successful applicant will seek external funding to support their research program. Applicants can learn more about the Department and faculty interests at http://www.wlu.ca/homepage.php?grp_id=1 49. To apply, send a curriculum vitae, a short statement of research and teaching interests, up to three selected reprints, and the names and e-mail addresses of three referees to: Dr. Mary-Louise Byrne, Chair, Geography and Environmental Studies, Wilfrid Laurier University, Waterloo, ON, N2L 3C5. Closing date for applications and supporting materials is March 28, 2008. Wilfrid Laurier University is committed to equity and values diversity. We welcome applications from qualified individuals of all genders and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Members of the designated groups must self-identify to be considered for employment equity. Candidates may self-identify, in confidence, to the Dean of the Faculty of Arts, Dr. David Docherty.

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■ **HEALTH SCIENCES — University of Western Ontario.** The Bachelor of Health Sciences Program in the Faculty of Health Sciences at The University of Western Ontario invites applications for two (2) full-time probationary (tenure-track) positions in the areas of Determinants of Health with expertise in one of the following areas: Health in Childhood and Adolescence, Health of Older Adults, Health Promotion. Academic rank and salary will be at the level of Assistant Professor. Candidates should possess a doctoral degree in a related field of study. A commitment to quality undergraduate and graduate teaching and a record of published research are essential. An ability to teach an introductory-level course in personal determinants of health, rural health, health policy, or research methods would be an asset. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London, Ontario, known as the "Forest City" with a population of 385,000. London is also a major academic health and medical sciences centre. The Bachelor of Health Sciences program is an interdisciplinary community of scholars committed to excellence in both research and teaching. The program has established itself as a leader in undergraduate curriculum in health sciences, and its members make a significant contribution to the interdisciplinary Graduate Program in Health and Rehabilitation Sciences in terms of teaching and supervision of graduate students. Additional information on the Bachelor of Health Sciences Program is available at our website http://www.uwo.ca/fhs/bhsc/index.htm. The effective date of appointments is July 1, 2008. Interested applicants should send a detailed curriculum vitae, a statement of research objectives, and the names of three academic references to: Dr. Chris Lee, Acting Director, Bachelor of Health Sciences Program, Faculty of Health Sciences, Room 222, Arthur and Sonia Labatt Health Sciences Building, The University of Western Ontario, London, Ontario, N6A 5B9. The deadline for receipt of applications is May 15, 2008.Please quote Number HS 093 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **HEALTH SCIENCES — Brock University.** The Faculty of Applied Health Sciences is seeking qualified applicants with expertise in human physiology and pharmacology for a 12-month instructional limited term appointment effective July 1, 2008. This position will be cross-appointed to the Departments of Community Health Science and Physical Education and Kinesiology. Candidates must be qualified to teach in the areas of human anatomy and physiology, pharmacology, and clinical epidemiology. Hiring decisions will be made on the basis of teaching ability, and fit with departmental needs. Applicants should have a completed graduate degree. This position is subject to budgetary approval. The closing date for applications is March 7, 2008 and the review process will continue until the position is filled. Applicants must submit a letter of application, a statement of research interests, curriculum vitae, and the names of three references to: Dr. Nota Klentrou, Chair, Department of Physical Education and Kinesiology, Brock University, St. Catharines, Ontario, Canada, L2S 3A1; E-mail: nklentrou@brocku.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-fdentification Form available at http://www.brocku.ca/humanrights/images/self-dentification.doc and include the completed form with their application. More information on Brock University can be found on the University's website www.brocku.ca/.

■ **HUMANITIES — University of King's College.** The University of King's College invites applications for the position of Teaching Fellow in the Foundation Year Programme (a one-year coniract beginning 1 July, 2008, with two possible renewals subject to review and budgetary approval). Duties include teaching and marking responsibilities in an interdisciplinary programme for first-year students which considers Western thought and culture (including literature, history, philosophy, religion and art) from ancient Greece to the present; approximately four to eight hours a week of classes plus eight hours attendance at lectures. All candidates will have an MA or equivalent in some area of humanities or social sciences as a minimum. The position is subject to enrolment and budgetary approval. Salary: approximately $34,000 to $39,000. Applications, including a curriculum vitae, three letters of reference and teaching evaluations, should be sent to Dr. Angus Johnston, Director, Foundation Year Programme, University of King's College, Halifax, Nova Scotia, B3H 2A1. Complete applications, along with letters of reference, should be received (in hardcopy format) by Friday, 21 March 2008. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of King's College is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are strongly encouraged to apply.

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■ **INDIGENOUS STUDIES — Trent University.** The Department of Indigenous Studies at Trent University invites applications for a Chair in Indigenous Knowledge. The Department welcomes applications from Elders and Traditional Persons. The position will be for a five-year term with renewal subject to a positive evaluation in the fourth year of the term and will be at the rank of Assistant professor (starting salary $70,461) or Associate professor (starting salary $84,061), depending on qualifications and experience. The position commences July 1, 2008 and is subject to budgetary approval. Candidates should possess relevant teaching experience and be well-grounded in Indigenous knowledge. The Department of Indigenous Studies offers exciting multi-disciplinary programs, at both the undergraduate and graduate levels. Members of the department are committed to the exploration and analysis of Indigenous knowledge and experiences both in Canada and around the world. For more information, please see: http://www.trantu.ca/academic/nativestudies/welcome8.htm. The successful candidate will be expected to teach a range of courses including but not limited to the following: INDG 310 – Indigenous culture and community, INDG 410 – Seminar on Indigenous Knowledge, to participate in the teaching of INDG 600 – Indigenous Knowledge and INDG 715H – Bimaadiziwin/Atonhestsenkó, and to supervise graduate students. In addition to teaching, the candidate will be expected to be actively involved in the transmission of Indigenous knowledge to undergraduate and graduate students and departmental and university colleagues and to contribute to community engagement

Sessional Faculty Openings

UCFV has Sessional Faculty openings in the Summer 2008 Semester in the following disciplines.

- Chemistry
- Mathematics & Statistics
- Psychology
- Social Work and Human Services

The University College of the Fraser Valley, with 10,000 students annually pursuing more than 80 degree, diploma and certificate programs, is committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly supportive environment open to collaboration and innovation.

For full details on these positions visit
www.ucfv.ca/careers

UCFV

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Specializing in distance and on-line education, Athabasca University offers university education to approximately 37,200 students per year. Athabasca University is dedicated to the removal of barriers that restrict access to, and success in, university studies and to increasing equality of educational opportunity for adult learners worldwide. Athabasca University invites applications for the position of:

Assistant Professor, Human Geography Centre for Global and Social Analysis

The Assistant Professor Human Geography will be expected to co-develop the program in Geography, with responsibility for the BA in Geography at Athabasca University. The successful candidate will have or be near completion of a PhD in Geography, or a closely related discipline. The incumbent should demonstrate an ability to teach a range of undergraduate courses in the field of Human Geography, as well as to supervise course development outside their area of specialization. Experience in distance or adult education is an asset. Each candidate is required to provide evidence of a record of affective undergraduate teaching. All educational credentials must be recognized in Canada.

In addition to teaching and program development, duties include supervising tutors, course development and management (including web based resources), student advising, assisting students in research projects, and general participation in the work of the Centre and the University.

The candidate will be expected to show evidence of an ability to establish a research program in an area of Human Geography. All fields of research specialization are open.

Candidates should also indicate in their letter how they might contribute to one or more of the following initiatives at Athabasca University– Global Studies, Environmental Studies, the proposed Athabasca River Basin Research Centre, International Programs, and/or graduate teaching.

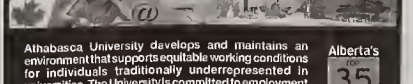
This is an AUFA tenure-track position. Salary is commensurate with qualifications and experience, supplemented by a generous benefits package.

Please refer to the full job profile on our Web site at:
www1.athabascau.ca/hr/careers/jobs

Further information about this position may be obtained from **Dr. Tony Simmons via E-mail: tonys@athabascau.ca**

All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority.

Applicants should forward a letter of application, a curriculum vitae, samples of student evaluations; courses taught and/or written; and the names, addresses and contact information of three referees, quoting **Competition #CA-A00341. This competition will remain open until a suitable candidate is found; however, the selection committee will begin reviewing applications on April 30, 2008. Applications should be e-mailed to the Human Resources Advisor, Human Resources, Athabasca University at resume@athabascau.ca**



Athabasca University develops and maintains an environment that supports equitable working conditions for individuals traditionally underrepresented in universities. The University is committed to employment equity, and encourages applications from women, Indigenous peoples, persons with disabilities, and members of visible minorities.
www.athabascau.ca

Alberta's TOP 35 EMPLOYERS 2008

MEMORIAL UNIVERSITY

DEAN, FACULTY OF EDUCATION
Memorial University of Newfoundland

Memorial University, the largest university in Atlantic Canada, plays a key role in the future prosperity of the Province of Newfoundland and Labrador. The Faculty of Education offers undergraduate and graduate level degrees as well as a range of professional development and additional qualifications programs. Over the past few years the Faculty has experienced considerable growth, including the introduction of a new PhD program, significant faculty hires and the expansion of its online and distance learning programs. For more information on the Faculty please go to www.mun.ca/educ.

The Dean will be responsible for providing visionary leadership to the Faculty and maintaining excellence in research and scholarly activity. S/he will establish and nurture relationships within the provincial education system and with professionals in the field, and, in doing so, create opportunities for the translation of the Faculty's research into current practice.

The successful candidate will be an innovative leader who brings academic administrative experience, an exemplary record of teaching and research and an appreciation for the challenges and opportunities that face a professional faculty with a breadth of external partners. A PhD or EdD and experience in the K-12 system are required.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is an equal opportunity employer, committed to the principle of equity in employment, and encourages applications from qualified women and men, visible minorities, Aboriginal peoples and persons with disabilities.

Should you want to learn more about this unique leadership opportunity, call Maureen MacLean or Kelly Baron at (604) 913-7768or forward your CV, a letter of introduction and the names of three referees in confidence, to Provence Consulting Inc. Email: search@provenceconsulting.com

PROVENCE FINDS

We will communicate with all who express interest.

CAREERS CARRIÈRES

and/or cultural/ceremonial facets of the program es appropriate. Applications, including a c.v., evidence of teaching experience, a description of the candidate's contributions to the transmission of Indigenous knowledge, a description of how the candidate can contribute to the undergraduate and graduate programs, and letters from three referees, should be sent in confidence to Prof. Don McCaskill, Chair, Indigenous Studies, Gzowski College, Trent University, 1600 West Bank Drive, Peterborough, Ontario K9J 7B8. Deadline for receipt of applications is March 21, 2008. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Trent University is an employment equity employer, and especially invites applications from women, Aboriginal peoples, visible minorities, and persons with disabilities. The overall mission of the program is to constantly advance the knowledge of and about Indigenous peoples with a view to the overall improvement of quality of life and contribution to the creation of places of respect, dignity and empowerment for Indigenous peoples. As a multi-disciplinary area, Indigenous Studies brings together knowledge and perspectives from many disciplines to engage in informed and grounded dialogue, discussion and research. Dialogue within Indigenous Studies is based upon respect and understanding of the complexities of realities that contribute to peaceful human co-existence. The research and teaching within the Program are grounded in and informed by the cultural knowledge, traditions, and language(s) of Indigenous people and of the Western liberal arts and sciences. The Indigenous Studies Department seeks to inform and engage both Indigenous and non-Indigenous scholars and to make significant contributions to academic scholarship, human knowledge and the Aboriginal community.

■ **ITALIAN STUDIES — York University**, York University, Faculty of Arts, Department of Languages, Literatures and Linguistics, under the auspices of the Mariano A. Elia Chair, invites applications for a full-time, tenure-track appointment at the level of Assistant Professor in Italian-Canadian Studies. It is anticipated that the successful applicant will become the holder of the Elia Chair upon receipt of tenure and promotion to Associate Professor. The successful candidate will be expected to continue the development of the Elia Chair program, including research, teaching and community outreach, with the assistance of the program's advisory board. Required qualifications include a completed PhD in a relevant humanities or social science field, and an ongoing program of research in the Italian-Canadian experience. Applicants may be, but need not be, specialists in Italian language and literature. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. It is expected that he/she will make significant contributions to the development of a new graduate programme in Italian Studies (including Italian-Canadian Studies). Native or near-native fluency in Italian and English is required. The deadline for receipt of completed applications, which should include representative publications and/or teaching materials, a statement of research and teaching interests and teaching evaluations, is March 28, 2008. Applicants should submit a letter of application, an up-to-date curriculum vitae as well as the name, position, e-mail address and telephone numbers of three referees, and arrange for the three signed letters of recommendation to be sent directly to: Professor Susan Ehrlich, Chair, Department of Languages, Literatures and Linguistics, S561 Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Canada; e-mail: sehrlich@yorku.ca; phone: 416-736-5016; fax: 416-736-5483. (Email applications will not be considered.) York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs/ or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All positions at York University are subject to budgetary approval.

K

■ **KINESIOLOGY — University of Waterloo.** Applications are being accepted for the position of Assistant Professor in the area of Biomechanics. Preference will be given to applicants with expertise in gait analysis. Applicants should have a fundamental research focus on musculoskeletal modeling with an interest in applying these models to the study of whole body movement of both healthy and clinical populations. Successful candidates are expected to have a strong portfolio of scholarly research, including peer-reviewed publications, and provide evidence of potential for excellence in teaching. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research in human biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Health Sciences and its multiple health research centres, including the recently established Centre for Research Excellence in Prevention of Musculoskeletal Disorders and the Schlegel-UW Research Institute for Aging. We welcome biomechanics applicants from fields such as kinesiology, neurophysiology, bioengineering and rehabilitation. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at www.ahs.uwaterloo.ca/kin/. Applicants should send a covering letter, including a one page overview of their anticipated 5 year research plan, three names of references, and curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is March 1, 2008 or until filled. The expected start date for the appointment is July 1, 2008. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

L

■ **LAW — University of Windsor.** The Faculty of Law at the University of Windsor invites applications for two tenure-track positions in Legal Writing and Research Program at the rank of Lecturer commencing July 1, 2008. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Professor Bruce P. Elman, Dean, Faculty of Law, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: (519) 253-3000, Ext. 2930, Fax: (519) 973-7064, Email: belman@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Orakich, Director, Faculty Recruitment at 877-665-6608 (Toll free) within North America, call collect outside of North America at 001-519-561-1432 or Email: recruit@uwindsor.ca.

■ **LIBRARIAN — St. Francis Xavier University.** St. Francis Xavier University, a top ranking Canadian undergraduate institution, invites applications for a permanent-track appointment in the position of Emerging Services Librarian. StFX is home to over 4,500 full- and part-time students, over 220 faculty, and 400 staff; it offers a comprehensive array of undergraduate programs, including service learning and co-op programs. The University Library (www.library.stfx.ca) is seeking someone with a high level of comfort in the online environment (whether it be web design, social network tools, course or

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UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

www.careers.ualberta.ca

Director, Division of Infectious Diseases

Applications are invited for the position of Director, Division of Infectious Diseases at the University of Alberta. The successful candidate will be appointed to a tenure track position at the University of Alberta. The Division consists of 16 full time academic staff and 4 clinical faculty members.

The Division offers a full range of therapeutic services, including three Inpatient Consultation Services, OPAT Services, HIV Program, T8 Program, Occupational Infectious Diseases, Travel Medicine, Infection Control, General Internal Medicine, Federal and Provincial Prison Clinics and Transplant Infectious Diseases. In addition, the Division of Infectious Diseases has excellent clinical facilities, an outstanding Royal College approved resident training program, a two year ID fellowship training program with stable provincial funding as well as established research programs and activities in outcomes research, clinical trials, epidemiologic research, and basic science research.

The Division considers education a high priority and provides leadership to the educational and administrative activities of the Faculty of Medicine and Dentistry, Capital Health, the Alberta Medical Association, the College of Physicians and Surgeons of Alberta and to the Royal College of Physicians and Surgeons of Canada.

The University of Alberta is one of the top 100 teaching and research universities in the world serving 36,000 students with more than 11,000 faculty and staff. Founded a century ago, the University has an annual budget in excess of $1 billion and attracts more than $400 million in external research funding. The University offers close to 400 undergraduate and graduate programs in 18 faculties. Edmonton, with a growing population of over one million, is the cosmopolitan capital of Alberta. With an abundance of services, beautiful river valley, community activities and attractive living accommodations, this energetic city has something for everyone!

Interested applicants should hold an MD or equivalent and be eligible for licensure in Alberta, have a fellowship in the Royal College of Physicians and Surgeons of Canada or equivalent in Infectious Disease Medicine, and have demonstrated clinical leadership and scholarly accomplishment in research and/or teaching.

This position offers a unique and exciting opportunity for a person of vision to guide and grow an established, internationally recognized Division of Infectious Diseases and build upon its strong academic and clinical foundations. Remuneration for this senior position will be commensurate with qualifications and experience and will be based on the income scale of a competitive and highly successful alternate funding plan.

The Committee welcomes applications at any time and expects to begin considering applications on April 1, 2008. Consideration will continue until the position is filled. Please submit a curriculum vitae and a letter of application.

Interested applicants may apply to:

Dr. Jon Meddings,
Chair, Department of Medicine
Chair, Infectious Disease Search Committee
2F1.30 Walter C. Mackenzie Centre
University of Alberta
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

Capital Health
EDMONTON AREA

www.careers.ualberta.ca

Divisional Director, Pediatric Surgery and Site Chief of Surgery

The Department of Surgery, Faculty of Medicine and Dentistry, University of Alberta and Capital Health (CH) invite applications for a joint appointment to a full-time academic tenured position of Divisional Director - Pediatric Surgery in the Department of Surgery, Faculty of Medicine and Dentistry, University of Alberta and Site Chief of Surgery, Stollery Children's Hospital, Capital Health.

The Divisional Director and Site Chief will be a surgeon with a national reputation as a surgical scholar, demonstrated successful leadership experience and the ability to strengthen the University's reputation as a leading research-intensive post-secondary institution in Canada and abroad. The individual must be eligible for licensure in the Province of Alberta. The Divisional Director and Site Chief is responsible for a Department currently consisting of dedicated pediatric surgeons as well as a number of adult surgeons providing pediatric care within 10 specialty divisions.

As the Site Chief for Pediatric Surgery, Stollery Children's Hospital, the successful candidate will fill a key leadership role with the Stollery. He/She will be a member of the Stollery medical leadership structure and, will be responsible for site specific: effective delivery of clinical services; strategic and policy advice; site medical administration, quality monitoring and improvement; support for teaching and research; dispute resolution; medical legal issues; and regional coordination. He/she will also be responsible for region specific: regional coordination support; program council support; regional physician resource planning; quality and utilization monitoring improvement, regional medical policy, and research and education.

As part of this, he/she will also have responsibility for developing the pediatric surgical physician resource plan and providing input and endorsement for all pediatric surgical recruits to the region. Other duties will include providing strategic and policy advice, ensuring that regional standards of care and health outcomes are achieved, achieving alignment across clinical areas, programs and disciplines, and assisting with the development of medical leadership.

The Divisional Director will be expected to play a significant role in research mentorship and in fostering a culture of mentorship among the established researchers in the Department. This would be reflected in strategic hiring and in the continued involvement of established researchers encouraging junior faculty to participate in competitive research activities.

Details about the University of Alberta, Faculty of Medicine and Dentistry, Capital Health, as well as the City of Edmonton can be found on the Faculty's web site at http://www.ualberta.ca/, Capital Health's web site at http://www.cha ab.ca/ and the City of Edmonton's website at http://www.edmonton.ca/.

Interested candidates should submit an up-to-date curriculum vitae and a letter of application outlining their interest in the position, leadership experience and thoughts on how to meet the challenges of academic leadership in an integrated health region. The names and addresses of three referees should also be included. The competition will remain open until the position is filled.

Interested applicants may apply to:

Douglas Hedden
Walter Stirling Anderson Professor and Chair
Department of Surgery
University of Alberta
Regional Program Clinical Director for Surgery
Capital Health, Edmonton Area
Chief of Surgery, Stollery Children's Hospital
2D2.24 W. Mackenzie Health Sciences Centre
8440-112 Street
Edmonton, Alberta, Canada T6G 2B7
Email: jocelyn.reekie@ualberta.ca

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THOMPSON RIVERS UNIVERSITY
KAMLOOPS, BC

TRU invites applications for the following position:

FACULTY

Sociology & Anthropology Lecturer

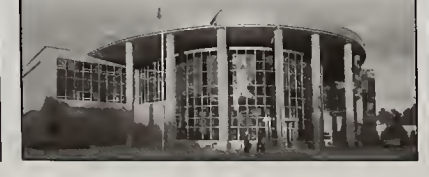
Thompson Rivers University (TRU), British Columbia's newest public university, was founded in 1970 as a community college, and through an exciting process of evolution and growth is now a unique, comprehensive university built on 35 years of excellence in post-secondary education and training.

The spectacular main campus of TRU is located on the south slope of Kamloops, a growing city of 80,000 residents at the centre of BC's southern Interior, only four hours from Vancouver. The university has become a vital and integral part of a community and surrounding region that offers recreational, cultural, social and economic benefits that are attracting students and faculty from across Canada and around the world.

With an on-campus population of over 9,000 students, TRU is a primarily undergraduate, teaching-focused university offering over 50 undergraduate and graduate degree options, and more than 40 diploma and certificate programs in academic, applied and professional fields. The expansion of graduate programs, distance and open learning, and the building of strength in a number of research areas are among the priorities of the university in the years ahead.

For further information, please visit our website at
www.tru.ca/careers

We wish to thank all applicants; however, only those under consideration will be contacted.



CAREERS CARRIÈRES

content management systems, or other web-related skills) and a strong interest in learning more as he/she works in tandem with others. The ideal candidate will be intellectually curious in exploring and promoting emerging technologies for the delivery of library resources & services with a desire for continuous learning. Within a team environment the incumbent is tasked with identifying & implementing new technologies to improve library operations, services and resources; with determining the potential impact these web based technologies have on access to information and future library services; with making recommendations for adoption and strategic initiatives; and with facilitating the library in its role as a centre for academic digital resources and digital stewardship. As a member of the Librarian Group, the incumbent will have reference and collection development responsibilities and participate in information literacy activities. All librarians have some scheduled reference duties evening and weekends. The Library is part of the Novanet consortium (http://novanet.ns.ca/) whose role is the management of the shared ILS. The Library manages its own servers and has programmer and web page development professionals in support of its initiatives. Qualifications: Master's degree in Library / Information Science (MLS or MLIS) from an ALA accredited school; practical and demonstrable experience in Internet based and Web 2.0 technologies; knowledge and experience in reference services; excellent oral, teaching, interpersonal, and written communication skills; problem solving and organizational skills. Evidence of energy, initiative, and commitment to professional growth. Preferred: two or more years of related and relevant experience; knowledge of XML, & digital management. As members of the SFX Association of University Teachers (SFXAUT) union, Librarians must demonstrate a record of professional & scholarly achievement for permanence and promotion. Permanent track appointment with academic status. Rank is anticipated to be at the Librarian 1 or 2 level within a salary range of $47,896 to $75,472. To be filled for July 2008. Closing date: March 30th, 2008 Applications should include a curriculum vitae, names of three referees and a letter illustrating how the candidate would fulfill this position based on their qualifications and experience. Short listed candidates will be asked to prepare a presentation that reflects their expertise in the area of emerging technologies & its impact on academic libraries. Please send CV to the address below: Human Resources, St. Francis Xavier University, PO Box 5000, Antigonish, NS, B2G 2W5; E-mail; careers@stfx.ca; Fax: (902) 867-3345.

M

■ **MANAGEMENT SCIENCE — Saint Mary's University.** The Department of Finance, Information Systems and Management Science at the Sobey School of Business, Saint Mary's University invites applications for one tenure-track position in Management Science at the rank of Assistant Professor. The successful candidate must have a PhD, or be near completion, in Operations Management, Supply Chain Management, Management Science or related field completed or near completion. Teaching experience in operations management, quantitative methods, and statistics is desirable. Strong teaching effectiveness, commitment to education innovation, well-developed communication skills, interdisciplinary business experience, and a collaborative working style are assets. The position will begin July 1, 2008, subject to final budgetary approval. The Sobey School of Business at Saint Mary's University is a balanced research/teaching institution. It has the largest commerce program in the Atlantic Provinces and offers AACSB accredited degrees at the undergraduate, masters and PhD levels. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement. Applicants should mail their curriculum vitae, letter of application, teaching dossier, if available, names and addresses of three referees and formal evaluations of teaching to Dr. Georgs Ye, Chairperson, Department of Finance, Information, System & Management Science, Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia B3H 3C3, www.sobey.smu.ca. Consideration of applications will begin on March 15, 2008. Applications will be accepted until position is filled.

■ **MARINE SCIENCE — Memorial University of Newfoundland.** The Ocean Sciences Centre (OSC) of Memorial University is building on its strengths in marine science, and invites applications for a tenure-track or tenured faculty position to be appointed at the appropriate rank (assistant, associate, or full professor). The successful candidate will possess a Ph.D. and post-doctoral or equivalent experience, and be expected to develop an internationally competitive basic research program in fish or invertebrate biology. Further, they will be expected to conduct research with direct applications to marine aquaculture, to take a lead role in the research activities of the OSC's Dr. Joe Brown Aquatic Research Building (JBARB), to contribute to teaching in marine aquaculture, and to liaise with government agencies and the developing aquaculture industry. The OSC (http://www.osc.mun.ca/), which is located 10 km north of the university's main campus in St. John's, has excellent laboratory and seawater facilities, an active field services unit, and is recognized internationally for the quality and productivity of research programs in marine biology and ecology, aquaculture, marine animal physiology, biochemistry and genomics, and chemical, biological and fisheries oceanography. The mandate of the OSC is to conduct and promote research into the marine environment, primarily through the teaching and supervision of honors and graduate (MSc and PhD) students, and post-doctoral fellows. At present, the OSC has a core faculty of 14 and a staff of 30. In addition, 60 graduate students and 4 post-doctoral fellows/research associates are presently conducting research at the OSC. Memorial University is the largest university in Atlantic Canada, and as this Province's only university, plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, vibrant cultural life and easy access to a range of outdoor activities. To apply, send an application (including a statement of research and teaching interests, a curriculum vitae, and the names of three referees) to: Dr. Ian Fleming, Director, Ocean Sciences Centre, Memorial University of Newfoundland, St. John's, Newfoundland, Canada, A1C 5S7; (e-mail: wsparkes @ mun.ca, phone 709-737-2767). Electronic applications are encouraged. The closing date for receipt of applications is 31 March 2008. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people, and persons with disabilities. Canadian citizens, permanent residents, candidates eligible for NSERC University Faculty Awards, and foreign nationals are all encouraged to apply. However, Canadian citizens and permanent residents will be given priority. Please quote the following reference number in your application. Marine Aquaculture-VPA-OSC2008-002.

■ **MARKETING, BUSINESS ECONOMICS & LAW — University of Alberta.** The University of Alberta is one of the leading research universities in Canada. The Department of Marketing, Business Economics and Law invite applications for a full-time, tenure-track position in marketing at the Assistant Professor level. A PhD (or close to completion) in Marketing or a related field and a demonstrated commitment to teaching and research at the university level are required. Appointment to a more senior level (Associate or Full Professor) may be considered depending on qualifications and experience. The successful candidate will have an opportunity to teach in the undergraduate, MBA, and PhD programs and supervise graduate students in their field of interest. The successful candidate will be expected to be productive in research and scholarly activities and develop and maintain an independent research program with external funding. Please submit a letter of application, statement of research interests, curriculum vitae and three letters of reference. Dr. Richard D. Johnson,Chair, Department of Marketing, Business Economics and Law, The University of Alberta Shool of Business, Edmonton, Alberta, Canada, T6G 2R6; Email: mbel@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MATHEMATICS — Saint Mary's University** The Department of Mathematics and Computing Science at Saint Mary's University in-

UNIVERSITY OF WATERLOO

Waterloo SCHOOL OF PLANNING

The School of Planning at the University of Waterloo invites applications for four tenure-track positions. These positions will complement the School's established strength's in urban and regional planning, and contribute to the Faculty of Environmental Studies' emerging strategic directions; further details may be obtained at http://www.fes.uwaterloo.ca/planning/

Urban Economics and Public Finance, with expertise in the economics and financing of land development, infrastructure and sustainable communities. Familiarity with the public sector context, particularly municipal government is required.

Environmental Planning, with a focus on the interface between applied ecology and sustainable community planning with a specialization in evaluating the impacts of planning decisions on biophysical/ecological processes when planning green cities, urbanizing regions or healthy communities. Requires a strong theoretical and practical understanding of environmental planning.

Simulation, Forecasting and Spatial Modeling, with a focus on supporting planning analysis and policy development including the application and assessment of urban simulation models, forecasting models (e.g. land-use, population and business dynamics, transportation or ecosystems) and/or comprehensive spatial analysis with spatial data (GIS) would be beneficial.

Comparative Urban Planning and Policy, with a focus on comparative urban policy, urbanization and planning processes and practices with transference to and from the Canadian context. Expertise in developing countries, international comparison or concentration on the urban system for a specific country. Particular interest is on the individual who can contribute to the School's active international teaching and research agenda with a South East Asian focus.

Applicants should have or expect to receive a PhD in Planning or a closely related field and have a strong commitment to teaching and research. Successful candidates for these positions are expected to qualify for membership in the Canadian Institute of Planners. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native persons, and individuals with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Interested candidates are invited to submit detailed curriculum vitae, including a statement of career objectives, approach to learning and teaching goals, and the names, addresses, e-mail addresses, telephone and fax numbers of four referees. Applicants are requested to provide a statement explaining how their research interests relate to the four targeted areas. Mail to:
Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1. Applications will begin to be reviewed on **March 1, 2008** and the appointment is expected to commence on August 1, 2008.

University of Waterloo

All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

BUILDING A TALENT TRUST

SFU SIMON FRASER UNIVERSITY
THINKING OF THE WORLD

NEUROMECHANICS
ASSISTANT PROFESSOR

The School of Kinesiology at Simon Fraser University invites applications for a tenure-track position as an entry-level assistant professor in the field of Neuromechanics to work at the interface between biomechanics and neuroscience. We welcome applications from candidates with a research focus involving human or other models, particularly those aimed at linking mechanistic and applied approaches. Research expertise may include related areas such as functional imaging, rehabilitation engineering, muscle physiology or behavioural motor control and may be conducted at the systems, cellular or molecular levels. The successful candidate will have a strong commitment to excellence in research and teaching and will be expected to teach undergraduate and graduate courses and to establish a well-funded research program.

The undergraduate and graduate programs in the School of Kinesiology include core courses and elective courses in human neuromechanics. The candidate will be expected to make a commitment to participate in the teaching of these courses. It is envisioned that the successful candidate will have a sufficiently broad knowledge of neuroscience and biomechanics to be able to teach these courses in the context of current ideas of the neural and biomechanical mechanisms underlying movement. Our undergraduate teaching program includes concentrations in Health and Physiological Sciences, Active Health and Rehabilitation Kinesiology, and Human Factors/Ergonomics. The School also has well-established graduate programs at the M.Sc. and Ph.D. levels, with principal strengths in Neuromuscular Systems, Molecular and Cellular Physiology, and Cardiovascular and Respiratory Physiology

The School of Kinesiology takes a scientific approach to the study of human structure and function and their relation to health and movement. There are excellent research facilities available within the School and the University. Current research in the School is broad ranging, including behavioural, neural, biomechanical and biomedical aspects of human motor systems. Areas of focus include motor learning, skilled motor behaviour, control of posture, gait and limb movement, with applications to assessment of normal and disordered motor function, rehabilitation, neuroprosthetic design and human-computer interaction. The School of Kinesiology has over 25 research faculty and is committed to excellence in research and teaching in the biomedical sciences. The School is located at the Burnaby Mountain campus of Simon Fraser University in Greater Vancouver. It is consistently one of the top-ranked universities in Canada. The Vancouver area is renowned as one of the most desirable places to live and work.

The Search Committee will begin considering applications on March 24th, 2008 and will continue looking at applications until the position is filled. The anticipated start date is September 1st, 2008. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that are most representative of the applicant's research, and the name and contact information for three references to: **Dr. Peter Ruben, Director, School of Kinesiology, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada**

Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to funding. Please note that under the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see.
http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html

UNIVERSITY OF REGINA

AS ONE WHO SERVES

DISCOVER AND LEAD . . . IMAGINE THE POSSIBILITIES

The University of Regina is a mid-sized, comprehensive university with a growing national reputation for excellence in teaching and research. The University prepares its students to excel in the global community, and presents research opportunities that attract the best and brightest minds. The University of Regina campus is energized by its students, faculty, and staff, and is the ideal place to take the next step in your career as . . .

VICE-PRESIDENT (ACADEMIC)

The Vice-President (Academic) will be a vibrant and collaborative leader ready to engage the campus community and our many partners in the development of strategies and plans to ensure the continuing success and future growth of the University. As the Vice-President (Academic), you will provide leadership and counsel to all academic programs and student services, and use your management and interpersonal skills to build on the University of Regina's history of success as a student-centered, research intensive university.

A passionate and established scholar, with a record of excellence in teaching, research, administration and team building, you have the energy, vision and credibility to inspire a unique community and institution. Please indicate your interest in Project 8774 through the "For Candidates" section of www.caldwell.ca or by email to vancouver@caldwell.ca. Please visit www.uregina.ca to learn more about the University of Regina. The University of Regina values diversity in the workplace and therefore encourages applications from all qualified individuals. However, Canadian* and permanent residents will be given priority. Applicants who are members of diversity groups are encouraged to self-identify in their cover letter or resume.

THE CALDWELL PARTNERS
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CAREERS CARRIÈRES

vites applications for a tenure-track position in Mathematics at the rank of Assistant Professor, to begin July 1, 2008. We are especially interested in candidates with research expertise in Analysis, but we may also consider strong applicants in other areas. Candidates should have (or should be about to obtain) a PhD in Mathematics, and must both demonstrate an ability to pursue innovative research and have a strong commitment to teaching. The successful candidate will be expected to teach a variety of courses, primarily at the undergraduate level, but there is also the opportunity to participate in supervision of graduate students in a graduate program in applied science with a co-op option. Candidates are asked to provide a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Mathematics Positions, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5035; E-mail: mathcs.search@smu.ca The processing of applications will begin immediately. To insure full consideration, they should be received by April 30, 2008. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Rank and salary will be commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **MECHANICAL & MECHATRONICS ENGINEERING — University of Waterloo.** The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position in Mechatronics Engineering at the assistant, associate, or full professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program including external funding. We seek an individual with a strong background in autonomous systems, mobile robotics, modelling and design of electro-mechanical systems, intelligent manufacturing and control, intelligent vehicle systems, MEMS, or related areas. The ability to develop synergies with existing research activities within the department and the university, and work well in a multi-disciplinary environment will be an asset. Applicants must hold a PhD in Mechanical Engineering or a related discipline and have relevant experience, potential or proven ability for excellence in teaching, and excellent communication skills. Information about the Faculty and Department can be found at www.engr.uwaterloo.ca and at www.mme.uwaterloo.ca. Interested applicants should send their full curriculum vitae, a concise vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Fax: (519) 888-4351; Email: mechair@mecheng1.uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within three years. The salary will be commensurate with qualifications and experience. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **MECHANICAL ENGINEERING — University of Victoria.** The Department of Mechanical Engineering, University of Victoria, invites applications for a tenure-track faculty position at the level of Assistant Professor in Thermofluids (interest and expertise in energy systems preferred). Under exceptional circumstances appointments at the Associate Professor level will be considered. Candidates for the position must have a PhD in mechanical engineering, or a closely related field, and must have demonstrated ability or potential for excellence in teaching, research, graduate student supervision, verbal and written communication, and collaboration with colleagues with engineering and non-engineering backgrounds. Candidates must be registered as a professional engineer, or be eligible for and committed to registration. The successful applicant will be expected to teach at the undergraduate and graduate levels, supervise graduate students, conduct research, obtain research funding, and participate in the academic affairs of the Department. The Department of Mechanical Engineering at the University of Victoria offers BEng, MEng, MASc and PhD programs. There are 23 faculty members including three Canada Research Chairs, and 70 graduate students in the Department. The Department is very active in research with a large number of research personnel and visiting researchers. The Department has an excellent collegial atmosphere, and attracts superb graduate and undergraduate students. Further information on the Department can be found on the web at http://www.me.uvic.ca/. The University of Victoria (http://www.uvic.ca/) is situated in the City of Victoria, the capital of British Columbia, at the southeast tip of Vancouver Island. Founded in 1963, the University has developed into one of Canada's leading universities with a reputation for excellence in teaching and research. Victoria enjoys one of the most scenic locales in Canada and a pleasant climate year round. Applications should include a curriculum vita, a statement of teaching and research objectives and interests, and the names, complete addresses, telephone and fax numbers, and email addresses of at least four referees. Applications should be received by March 15, 2008 and be sent through surface mail to: Professor Zuomin Dong, Chair, Department of Mechanical Engineering, University of Victoria, PO Box 3055 Stn CSC, Victoria, BC, Canada, V8W 3P6. The University of Victoria is an equity employer and encourages applications from women, persons with disabilities, visible minorities, Aboriginal Peoples, people of all sexual orientations and genders, and others who may contribute to the further diversification of the university. All qualified candidates are encouraged to apply; however, in accordance with Canadian Immigration requirements, Canadians and permanent residents will be given priority.

■ **MEDIA STUDIES — University of Lethbridge.** The University of Lethbridge, Department of New Media invites applications for a full-time, term appointment at the Lecturer level in New Media. This position will commence August 15, 2008 and continue until December 31, 2008, and is subject to Board of Governor's approval. A minimum of a Master's degree or equivalent in New Media or a related aspect of Art is required. The successful candidate should have teaching strengths that include advanced 3D modeling, texturing, animating, and compositing, and a good working knowledge of 3D production processes for animation and games. A desired skill is proficiency with 3DS Max. For more information and application procedures please visit our website http://www.uleth.ca/notice- and click on "job postings.

Assistant Professor
BioMedical Sciences

MEMORIAL UNIVERSITY

VPA Reference #MEDF-2007-001

The Division of BioMedical Sciences in the Faculty of Medicine, Memorial University of Newfoundland invites applications for a tenure track position in cardiovascular or neurosciences at the Assistant Professor level. We seek applicants with research interests that compliment our existing areas of expertise in cardiovascular (www.med.mun.ca/basic/pages/programs_cardio.htm) or neuroscience research (www.med.mun.ca/basic/pages/programs_neuroscience.htm).

Applicants are required to have a Ph.D. and post-doctoral experience in cardiovascular sciences, neuroscience or a related field with clear evidence of research promise and scholarship. The successful candidate will be expected to develop an externally funded research program and participate in teaching at both the undergraduate and graduate level. In addition to teaching within their area of research interest, individuals with experience teaching Gross Anatomy would be of particular interest.

Further information about Memorial University and the Division of BioMedical Sciences can be found at www.mun.ca and www.med.mun.ca/basic. The Division also has research programs in Immunology/Infectious Diseases and Cancer/Developmental Biology, offering the potential for interdisciplinary collaborations. Interested applicants should submit a curriculum vitae, a detailed statement of research interests and goals and the names of three referees to **Dr. Karen Mearow, Professor and Associate Dean, Division of BioMedical Sciences, Faculty of Medicine, Health Sciences Centre, Memorial University of Newfoundland, St. John's, NL, Canada A1B 3V6** (jblundon@mun.ca).

Memorial University (www.mun.ca) is the largest university in Atlantic Canada. As the province's only University, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, the St. John's campus of Memorial offers a unique learning environment within the safe, friendly backdrop of the oldest city in North America. St. John's offers a vibrant cultural life with easy access to a wide range of year round outdoor activities.

Canadians and permanent residents of Canada will be given priority; however, all qualified candidates are encouraged to apply. Memorial University is committed to employment equity and encourages qualified applicants from women, men, visible minorities, aboriginal persons and persons with disabilities. The deadline for receipt of applications is **April 15, 2008** for a proposed start date of September 1, 2008.

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA, CANADA

FACULTY OF ARTS www.careers.ualberta.ca

Research Innovation Manager (Faculty Service Officer)

The Arts Resource Centre within the Faculty of Arts at the University of Alberta is seeking an individual for the position of Research Innovation Manager. The successful candidate would be appointed to a Faculty Services Officer II position. This Faculty Service Officer (FSO) position is expected to be active in teaching, research and service. The position includes eligibility for promotion and tenure, has a competitive salary range of $57,618 – $81,642 (2007-08 scale), and a comprehensive benefits program.

The Arts Resource Centre is a service department serving all 15 departments, 18 research institutes and 7 IT Intensive Research Studios in the Faculty of Arts. For information about our department, please consult our website at: http://www.uofaweb.ualberta.ca/arc/

The Research Innovation Manager promotes and supports the use of technology intensive research in the Faculty of Arts and is responsible for providing leadership and coordination on the use of technology in research, and the development and maintenance of a quality research environment in the Faculty. This includes the provision of comprehensive services; managing access to or development of appropriate facilities, establishing and maintaining quality relationships with researchers, consulting with researchers on infrastructure and staffing needs, advising researchers on technologies that will better facilitate their research; developing applications for Arts research projects; serving as project manager, where appropriate, for the computing aspects of major research projects and initiatives; and serving as technical manager of the Faculty's IT Intensive Research Studios. Additionally, the Research Innovation Manager ensures that the Arts Resource Centre and its Research Innovation Group are a responsive, centralized resource on research computing issues and trends to meet the needs of the Faculty.

Candidates should hold a post-graduate degree (PhD preferred) in Humanities Computing or related field, five years experience working at the post-secondary level, and some supervisory experience. They should have an ability to provide information and advice to all levels across the Faculty of Arts and external agencies with expertise in research computing specifically for the Humanities, Social Sciences and Fine Arts. Excellent communication, organization, problem-solving, time-management, and interpersonal leadership skills are required. This position will supervise three programmer analysts, so expertise in programming, building software and computing systems, and web-site design for journal and research project sites is essential.

Interested individuals are asked to submit a cover letter, curriculum vitae, and the names of three confidential referees by March 28, 2008; however, the competition will remain open until the position is filled. Online applications are accepted.

Applications may be forwarded to:

Dr. Grace Wiebe, Director
Arts Resource Centre
Faculty of Arts
134 Arts Building
University of Alberta
Edmonton, Alberta, Canada T6G 2E6
Email: lois.burton@ualberta.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

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■ **NANOTECHNOLOGY ENGINEERING — University of Waterloo.** In 2005, the University of Waterloo launched the first undergraduate nanotechnology engineering program in Canada. We are now well on our way to becoming Canada's leading centre for nanotechnology teaching and research. Waterloo is establishing a nanotechnology Institute. Our new nanotechnology Institute will coordinate the research activities of nearly 25 faculty members and facilitate the offering of a multidisciplinary graduate program. Three departments in two faculties are currently collaborating in this initiative: Chemical Engineering, Electrical and Computer Engineering, and Chemistry. In addition, a number of other departments have developed considerable strength in nanotechnology research, notably Mechanical and Mechatronics Engineering. Research efforts have been aided by a major CFI infrastructure grant contributing to a total value of $50 million. The nanotechnology institute will share a new $120 million, 250,000-square-foot facility with the Institute for Quantum Computing at Waterloo. We have received gifts which have enabled us to create three endowed chairs as well as a large endowment for graduate fellowships. There is also a Tier 1 Canada Research Chair in nanotechnology yet to be allocated. Scientific Director: We are seeking a top-ranked researcher in any aspect of nanotechnology to provide overall scientific leadership and direction of our new institute. Applicants should have qualifications consistent with an appointment as a tenured full professor in one or more relevant departments. The scientific director will be offered an endowed chair. Research Chairs: We invite applications from outstanding researchers in any area of nanotechnology with qualifications consistent with an appointment as a tenured full professor in any department in the Faculty of Engineering for a Tier 1 Canada Research Chair and two endowed chairs. Other faculty positions in nanotechnology: There are approximately 10 nanotechnology-related faculty positions at all levels in Chemical Engineering, Electrical and Computer Engineering, and Chemistry yet to be filled. We invite applications from interested candidates at all levels. For more information on these opportunities, please contact: Dr. Adel Sedra, Dean of Engineering, e-mail: sedra@uwaterloo.ca; www.engineering.uwaterloo.ca. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **NATIVE STUDIES — Brandon University.** The Department of Native Studies at Brandon University invites applications for a one-year term position, subject to budget. The PhD is preferred but ABD applicants will also be considered. The successful candidate will be able to teach all levels of Native Studies courses, as well as courses in one or more of the following areas: Native Law, Native Self-government, or Native Literature. Area of research specialization is open. Salary is commensurate with qualifications and experience. Start date is August 1st, 2008 (or on availability). The deadline for applications is March 30th, 2008 or until the position is filled. Interested candidates should forward their curriculum vitae, the names of three references, a teaching dossier including course evaluations, and a sample publication to: Dr. Steve Robinson, Acting-Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, Canada, R7A 6A9 or by email to: robinsons@brandonu.ca. Short-listed candidates will be required to provide official graduate transcripts at the time of interview. For additional information about Brandon University please visit our web site: www.brandonu.ca. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian Citizens and permanent residents. Both women and men are encouraged to apply.

■ **NURSING — University of Western Ontario.** The School of Nursing in the Faculty of Health Sciences at The University of Western Ontario invites applications for a limited-term Assistant Professor position of up to five years who will lead the evolution and delivery of the MN –NP program that was initiated in May 2007. This program is available to registered nurses with a BScN (or equivalent) with a minimum of two years of recent full time nursing practice experience. BScN prepared nurses who possess, or are eligible for, an extended class licence with the College of Nurses of Ontario, are also eligible for this program. The University of Western Ontario is one of Canada's leading research-intensive universities and is committed to providing the "best student experience" in the country. It is located in London, Ontario, known as the "Forest City", a diverse and vibrant community with a population of 385,000. Home to a major academic health sciences centre, London provides many opportunities for cutting-edge, interdisciplinary practice, education and research. The School of Nursing is one of 5 schools in the research-oriented Faculty of Health Sciences whose mission is to provide the best student experience in one of Canada's leading research intensive universities. The School offers six educational programs at graduate and undergraduate levels. It also has healthy and active partnerships with leading practice centers in the city and region. The University regularly offers programs to enhance teaching. Educational and research programs are supported by excellent relationships with health care and community agencies. Established in 1920, the School of Nursing has a longstanding commitment to excellence and innovation in education, research and scholarship. Research programs embrace a framework of empowerment in nursing education, practice and health care delivery. As leading researchers, faculty are engaged in top-rate, funded programs in areas of key importance to the discipline and are shaping the face of interdisciplinary scholarship through peer-review and leadership activities. The Nursing Research Unit (NRU) is a key resource for faculty and graduate students, providing administrative support for research and opportunities for consultation and ongoing research development. Faculty are affiliated with numerous research centers and networks within the broader university community, adding to the variety of research activities. The successful candidate will be responsible for classroom teaching, nursing practice coordination, scholarly activity, and service. The candidate requires a PhD, and an extended class licence or completion of an advanced practice certificate in primary or acute care, and practice and graduate teaching experience. Also required are: a learner-centered philosophy of teaching and learning, strong understanding of the principles of adult education, and demonstrated expertise with distributed learning technologies. Applicants must hold or be eligible for a certificate of registration with the College of Nurses of Ontario. The effective date of appointments is July 1, 2008. Interested applicants should send a cover letter, curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Mary-Anne Andrusyszyn, Acting Director, School of Nursing, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1; Visit our website at http://www.uwo.ca/fhs/nursing. The deadline for receipt of applications is April 15, 2008. Please quote number HS 091 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **NURSING — University of Western Ontario.** The School of Nursing in the Faculty of Health Sciences at The University of Western Ontario invites applications for a faculty position in the area of Canadian Health Policy. The successful candidate will be appointed at the rank of Assistant or Associate Professor and the appointment will be either a probationary (tenure-track) or a tenured position, depending on qualifications and experience. The incumbent will possess a PhD degree in nursing or related field and a Masters degree in Nursing. The faculty member will hold a cross appointment in the Schulich School of Medicine and Dentistry and is expected to be actively involved with the Campus Health Policy Initiative, a group that involves 85 professors drawn from seven different Faculties at The University of Western Ontario. The focus of the position will be on Canadian Health Policy. The position has been designed to complement existing campus strengths in this area as well as those in the International Health Policy field. The incumbent will develop and deliver courses in the area of Canadian Health Policy congruent with School curricula, attract and supervise graduate students, and compete for peer-adjudicated research grants. Knowledge transfer and uptake with Provincial and National policy-makers is seen as a key component of the position. Also required are a learner-centered, adult-oriented philosophy of teaching and learning, and comfort with distributed learning technologies. Applicants eligible for a certificate of registration with the College of Nurses of Ontario are especially encouraged to apply. The University of Western Ontario (www.uwo.ca) is one of Canada's leading research-intensive universities. It is located in London, Ontario, known as the "Forest City" with a population of 385,000. London is also a major academic health sciences centre. The School of Nursing is one of 5 schools in the research-oriented Faculty of Health Sciences. The School offers six educational programs at graduate and undergraduate levels. It also has healthy and active partnerships with leading practice centers in the city and region. The University regularly offers programs to enhance teaching. Educational and research programs are supported by excellent relationships with health care and community agencies. The effective date of appointment is July 1, 2008. Please send a detailed curriculum vitae, a cover letter, and the names of three academic references to: Dr. Mary-Anne Andrusyszyn, Acting Director, School of Nursing, Faculty of Health Sciences, Room H125, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1; http://www.uwo.ca/fhs/nursing The deadline for receipt of applications is April 15, 2008. Please quote number HS 092 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

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■ **OBSTETRICS & GYNECOLOGY — McGill University.** The McGill Reproductive Centre, Department of Obstetrics and Gynecology, invites applications for a full-time research associate. The candidate must have a PhD degree in reproductive biology or a related field and experience in human embryology, including oocyte and embryo vitrification, intracytoplasmic sperm injection (ICSI) and in-vitro maturation of immature oocytes. He/she will be expected to use his/her scientific knowledge and experimental skills to conceive and develop research hypotheses and to design experimental protocols within the general direction of the project. The candidate will be expected to work autonomously and will be required to participate in and assist with hands-on workshops. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements, these positions are offered in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment. Please send application letter and curriculum vitae with the names of three references to: Dr. Ri-Cheng Chian, Scientific Director, McGill Reproductive Centre, Department of Obstetrics and Gynecology, McGill University, Royal Victoria Hospital, 687 Pine Avenue West, Montreal, Quebec, Canada, H3A 1A1; Fax: (514) 843-1678; E-mail: richeng.chian@muhc.mcgill.ca.

■ **ORGANIZATIONAL BEHAVIOR & HUMAN RESOURCES — University of Alberta.** The Department of Strategic Management and Organization, University of Alberta School of Business, invites applications for a full-time tenure-track position in the combined fields of OB-HRM at the associate or full professor level (outstanding junior faculty will be considered). A PhD is required. Candidates should have a demonstrated commitment to excellence and a strong publication record in respected academic journals, such as Academy of Management Journal, Academy of Management Review or Journal of Applied

CAREERS CARRIÈRES

Psychology. Success in obtaining research grants and scholarly activities will also be considered. Applicants should also have a strong aptitude for teaching, including management development, and should have an interest in developing research and educational partnerships with government, labor organizations or business organizations. The School of Business has an energetic PhD programme and the successful candidate will be expected to play an activa role in its continuing success and development. The School of Business has a competitive salary and benefits program. Appointments are normally effective July 1, 2008 although January 1, 2009 would be oonsidered. Send resume to: Dr. Yoni Reshef, Chair, Department of Strategic Management and Organization, University of Alberta, Edmonton, Alberta, Canada, T6G 2R6, Fax: (780) 492-7971; Email with an attachment: smorg@ualberta.ca. The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be oonsidered.

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■ **PHARMACOLOGY/TDXICOLDGY — University of British Columbia.** A full-time Research Associate position is available in the laboratory of Dr. Thomas Chang in the Division of Pharmacology and Toxicology. The individual will be involved in investigating the pharmacology and toxicology of the constitutive androstane receptor (CAR) and pregnane X receptor (PXR). A focus of the project is to study the molecular interaction between drugs/natural products and CAR/PXR. The candidate must have practical experience in mammalian cell culture, molecular cloning, reporter gene assays, chromatin immunoprecipitation, real-time PCR, and immunoblotting. Previous experience in analytical methods such as HPLC, LC-MS, and GC-MS is highly desirable. The successful candidate should have a PhD in molecular biology or a related field with relevant experience and must have post-doctoral experience in the field. He or she should have an interest in collaborative research and in training junior research personnel. The salary is negotiable, oommensurate with experience, and subject to final budgetary approval. The closing date for applications is February 29, 2008, or until the position is filled. The preferred start date is April 1, 2008. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents will be given priority. Please send a curriculum vitae, a description of your research experience, a stotement of your research interests, and the names of three referees to: Dr. Thomas Chang, Associate Professor, Faculty of Pharmaceutical Sciences, The University of British Columbia, 2146 East Mall, Vancouver, BC, V6T 1Z3; E-Mail: tchang@interchange.ubc.ca; Fax: 1-604-822-3035.

■ **PHYSICAL THERAPY — University of Alberta.** Applications are invited for several full time ctinical track positions in the Department oi Physical Therapy at the University of Alberta. Preference will be given to qualified applicants who have an interest in teaching in one or more of the following areas: neurological, cardio-espiratory, or musculoskeletal physical therapy. As a department in the Faculty of Rehabilitation Medicine, Physical Therapy offers an innovative course based MScPT program that integretes strong clinical and evidence based practice skills. The department also participates fully in the Interdisciplinary MSc and PhD programs in Rehabilitation Science. The Department currantly consists of sixteen full time faculty members. Applicants must be eligible for licensure with the College of Physical Therapists of Alberta and possess a minimum of a Master's degree (PhD or equivalent doctoral degree preferred) These positions will support graduate level teaching and therefore indicators of course development and teaching proficiency are required. The initial appointment is at the Assistant Professor level and salary will be oommensurate with experience. These teaching appointments may include an affiliation with a clinical facility. For details about the positions or the Department contact Dr. R.G. Haennel (Chair) at Bob.Haennel@ualberta ca or Tel (780) 492-2889. Website: http://www.ucfaweb.ualberta.ca/rehabmed/PhysicalTherapy.cfm. Applications will be accepted until the positions are filled. The positions are available as soon as suitable candidates are found. Qualified applicants should send their curriculum vitae, a statement of teaching interests and tha names of three (3) references. Interested applicants may apply to: Dr. M. Ferguson-Pell, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4; Phone. (780)492-5931; Fax. (780)492-1626; Email: Martin.ferguson-pell@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other Individuals will be considered. The University of Alberta hires on the basis of merit. We are oommitted to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **PHYSICS & ASTRONDMY — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum Information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-levai applicants must be abla to demonstrate excellent potential for research. Salary range oommensurate with quelifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair,Department of Physics,University of Waterloo,Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 36831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our Web page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities.

■ **PSYCHOLDGY — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant to Full Professor level in our Behavioural Neuroscience (BNS) Division and our Collaborative Program in Behavioural and Cognitive Neuroscience. This position is part of an expansion of the Psychology Department spearheaded by the Cognition and BNS Divisions to develop Event Related Potentials (ERP) facilities and expertise. We welcome applicants with a background in all areas of cognitive neuroscience but would prefer individuals with expertise in ERP. Experience in Transcranial Magnetic Stimulation (TMS) would also be a definite asset. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' research work, and oommitment to an ongoing research program. Information about the Behavioural Neuroscience Division, the Collaborative Program in Behavourat and Cognitive Neuroscience and the Psychology Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated starting date for the positron is July 1, 2008. Applications will be accepted until April 15, 2008, although this deadline may be extended. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprnts or preprints of recent papers, and arrange to have three letters of reference sent to: Behavioural and Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West. Waterloo, Ontano, Canada N2L 3G1. The University of Waterloo enoeurages applications from all qualfied individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are enoouraged to apply; however, Canadians and permanent residents will be given pnonty.

■ **PSYCHOLDGY (CLINICAL) — University of Waterloo.** The Department of Psychology at the University of Waterloo invites applications for a tenure-track position at the Assistant or Associate Professor level in our CPA and APA accredited Clinical Psychology Training Program. This position reflects an expansion of the Clinical Psychology Program, and the ongoing development of the Centre for Mental Health Research housed in the Department of Psychology. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario Collega of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and commitment to an ongoing research program. We welcome applicants who have a strong theory-driven research investment that will be attractive to graduate students. We have a preference for someone with child clinical interests, although applicants with adult clinical expertise will also be oonsidered. The anticipated starting date for the position is July 1, 2008. Review of applications will begin April 30, 2008 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprnts or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encouraages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **PSYCHOLOGY (COGNITIVE) — University of Waterloo.** Applications are being accepted for the position of Assistant Professor, Applied Cognitive Psychology: University of Waterloo, Department of Psychology. The Department of Psychology of the University of Waterloo invites applications for a tenure-track position at the Assistant Professor level in the area of Cognitive Psychology, starting July 1, 2008. We welcome applicants with a PhD in psychology and background in all areas of applied cognition, especially human factors research. Responsibilities will include undergraduate and graduate teaching, research supervision, and an ongoing research program. Salary range is oommensurate with qualifications and experience. Applications will be accepted until April 15, 2008. Applicants should submit a curriculum vitae, statement of teaching and research interests, reprnts or prepnnts of recent papers, and arrange for three letters of recommendation to be sent to: Cognitive Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo. Ontano, Canada N2L 3G1. The University of Waterloo encouraages applications from all qualfied individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority

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■ **SCIENCE & TECHNOLOGY STUDIES — York University.** Applications are invited for a two-year contractually limited appointment in Science and Technology Studies at the Assistant Professor level, effective July 1, 2008. All positions at York University are subject to final budgetary approval. The Science and Technology Studies Program (STS) is seeking a candidate with teaching and research strengths in STS who is oompetent to teach an introductory oourse in STS methods. Candidates must have a PhD in science and technology studies, or in a related field, such as science policy or the sociology, anthropology, philosophy or history of science and technology, and should show excellence or promise of excellence in teaching and in scholarly research and publication. The successful candidate will be expected to teach in the Natural Science general education curriculum and must therefore have competence in this area. The deadline for receipt of completed applications is March 31, 2008. York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416-736-5713. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. Temporary entry for citizens of the USA and Mexico may apply per the provisions of the North American Free Trade Agreement (NAFTA). A letter of application with an up-to-date curriculum vitae, a statement of research and teaching interests, three current letters of reference (at least one letter should address teaching), a writing sample and teaching evaluations should be sent to: Prof Richard Jarrell, Coordinator, Science and Technology Studies Program, 218 Norman Bethune College, York University, Toronto, Ontario, Canada, M3J 1P3; Fax: 416-736-5892; Email: rjarrell@yorku.ca.

■ **SDCIDLDGY — University of Alberta.** As part of a dynamic, multi-year program of renewal and growth at the University of Alberta's Augustana Campus, the Department of Social Sciences invites applications for a tenure track position in Sociology at the rank of Assistant Professor, commencing July 1, 2008. The successful candidate will bring a qualitative approach to this program and will have the ability to teach introductory sociology as well as classical and oontemporary sociological theory. The area of specialization is open; however, preference will be given to candidates with research and teaching interests in stratification, ethnicity, or the sociology of health and aging. Applicants should possess or be near completion of a PhD. The University's Augustana Campus enrolls about 1000 students in baccalaureate degree programs on a picturesque residential campus in the city of Camrose, 90 km southeast of Edmonton. Augustana is committed to rigorous, high-quality teaching in the tradition of the liberal arts and sciences, and, in doing so, providing a distinctive undergraduate academic experience for students within one of Canada's leading univarsities. It seeks to attract promising scholars who will share its enthusiasm for teaching in a small-campus environment, participate actively in a collegial culture of inquiry and public engagement, and flourish as researchers in an undergraduate, interdisciplinary, and rural location. The ability to oointribute to areas of interdisciplinary strength and interest will be an asset. Those areas include environmental studies, international development studies, rural and northern studies, and women's studies. For information about Augustana and particular programs, please consult the Campus webpage at www.augustana.ualberta.ca Inquiries concerning this position should be directed to Dr. Jeremy Mouat, Chair of Social Sciences, at Jeremy.Mouat@ualberta.ca Applicants should submit curriculum vitae, including evidence of successful teaching and samples of scholarly work, and arrange to have transcripts and three confidential letters of reference sent to the address below. The Committee welcomes applications at any time and expects to begin considering candidates in March 2008. Consideration will continua until the position is filled. Interested applicants may apply to: Dr. Roger Epp Dean, Augustana Campus University of Alberta 4901-46 Avenua Camrose, AB, Canada T4V 2R3Email: Roger.Epp@ualberta.ca All qualified candidates are enoouraged to apply, however, Canadians and permanent residents will be given pnonty If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered.The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

School of Kinesiology and Health Studies
QUEEN'S UNIVERSITY AT KINGSTON

Assistant Professor in Exercise Physiology
MUSCLE PHYSIOLOGIST

The School of Kinesiology and Health Studies at Queen's University, Kingston invites applications for a tenure track position at the rank of Assistant Professor beginning 01 September 2008. The School is seeking an innovative researcher and committed teacher who, through demonstrated excellence or potential in both teaching and scholarship, will contribute to the strength and depth of the exercise physiology component of the School. Applications are invited from scientists whose interests focus on the area of muscle physiology as it relates to the role of exercise in maintaining health and intervening in disease. The research program must be human-based. Current undergraduate course offerings include physiology-based teaching units in the following areas: basic exercise physiology, fitness testing and lifestyle counseling, clinical exercise physiology, conditioning of athletes, nutritional aspects of sport and health promotion, aging and human growth and development. The successful candidate should be able to develop and teach courses on muscle metabolic and contractile function related to exercise and/or health and disease at both the undergraduate and graduate level. It is also expected that the successful candidate will develop an independent research program and contribute to the School's collaborative research activities. All candidates should hold a Ph.D. degree and have experience teaching at the university level. Preference will be given to applicants with postdoctoral experience. Salary will be commensurate with qualifications and experience.

Applications will be accepted until 30 April 2008 or until a suitable candidate is identified. Applicants should submit a letter of application that includes a description of their research direction and teaching philosophy; a curriculum vitae including scholarly productivity and external funding as well as evidence of undergraduate teaching experience. Applicants should also arrange to have letters of reference from three reviewers supporting both teaching and research potential sent to:

Dr. Jean Côté, Director, Schnol of Kinesiology and Health Studies, 69 Union Street, PEC 223, Queen's University, Kingston, Ontario Canada K7L 3N6. Tel (613) 533-6601; Fax: (613) 533-2099; E-mail: skhs.directnr@queensu.ca. School web site: www.skhs.queensu.ca.

All qualified candidates are encouraged to apply; however Canadian citizens and Permanent Residents will be given priority. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association and the University which is posted at http://www.qufa.ca.

Instructor Position
Department of Physics
University of New Brunswick
Fredericton

Application Deadline is May 12, 2008
More information can be obtained by visiting:
http://www.unb.ca/postings/dir.cgi?eua
Follow link to Department of Physics – UNBF

Tenure-Track Position
Social Work
MEMORIAL UNIVERSITY

Applications are invited for one tenure-track position which, depending on qualifications, will be at the assistant, associate or full professor rank. Normally, the preferred candidate will have a degree in social work and a PhD in social work or a related discipline. Candidates nearing completion of doctoral studies may be considered. Assets for the position include: a record of and clearly articulated program of future scholarship; a record of post secondary teaching in social work; demonstrated ability to work collaboratively with a wide range of community and academic professionals. Persons in all social work substantive areas are encouraged to apply.

The School is committed to diversity and social justice and prepares graduates for ethical, competent, innovative and effective practice. The undergraduate curriculum is distinguished by its emphasis on general practice in urban, rural and remote communities; a part time and full time MSW emphasizes direct practice; and, an innovative PhD program prepares graduates for leadership in social work education, research and practice. In all its programs, including distance delivery, the School encourages a stimulating and challenging learning environment which advances social work education, scholarship, research, community service, and professional practice. The BSW and MSW programs are accredited by the Canadian Association of Schools of Social Work. The School's mission, distinctive features, and leadership capacity is promoted by a diverse faculty complement. Further information about the School is available on our web site: www.mun.ca/socwrk/

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to approximately 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applicatfons from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

A completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or above and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree).

Closing date for Applications is **May 31st, 2008**. The position will be filled by September 1, 2008.

Applications should include: **A letter of application**, A current **curriculum vitae**; A statement outlining **scholarly achievement and research interests; Evidence of content expertise and teaching effectiveness** that might include sample course outlines and teaching evaluations; **A statement of teaching philosophy and interests; Samples** of scholarly work; Names and contact information of three current **referees**.

Please quote reference # **VPA-SOWK-2008-001** on all correspondence.

Applications will be addressed to: **Dr. Shelly Birnie-Lefcovitch, Director, School of Social Work, Memorial University of Newfoundland, St. John's, NL Canada, A1C 5S7, Tel: 709-737-8044, Fax: 709-737-3503.**

CAREERS CARRIÈRES

■ **SOCIOLOGY — Trent University.** The Department of Sociology invites applications for three nine-month limited term positions at the Assistant Professor level, commencing September 1, 2008 and ending May 31, 2009. Applicants should have a PhD in Sociology or be near completion at the time of appointment and a demonstrated record of excellence in research and in teaching particularly at the undergraduate level. Two of these positions are based at Trent's Oshawa campus, and one position is based at Trent's Peterborough campus. Successful candidates for the positions in Oshawa will be expected to teach two or three of the following courses: Introduction to Sociology, Research Methods, Self and Social Interaction, Statistics, Sociology of Religion, Families and Households, Key Concepts in Sociological Analysis, Sociology of Sport and Leisure, Advanced Studies in the Sociology of Gender, Studies in Social Policy. The successful applicant for the position in Peterborough will be expected to teach two or three of the following courses: Introduction to Sociology, Classical Sociological Theory, Social Construction of Sexuality, Studies in Social Policy. Appointments are subject to budgetary approval. Applications should include a letter and curriculum vitae sent to Professor Barbara Marshall, Chair, Department of Sociology, Trent University, Peterborough, ON, K9J 7B8. Please arrange for three letters of reference to be sent to the same address. All applications should indicate whether the applicant is interested in teaching in Oshawa and/or Peterborough. Trent University is an employment equity employer and especially invites applications from women, Aboriginal persons, members of visible minorities, and persons with disabilities. Please visit our website [www.trentu.ca/academic/sociology] for more information about the Department of Sociology and Trent University. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications should arrive no later than Friday, April 11, 2008.

■ **SOCIOLOGY — McMaster University** The Department of Sociology at McMaster University invites applications for a full-time teaching-track position, commencing July 1, 2008. The appointment will be for three years, renewable for a further three years (subject to an academic assessment). During the second term, the appointee will be eligible to be considered for a permanent teaching appointment. The decision whether or not to permanently appoint will be based on demonstrated excellence as a teacher and educator. We are looking for an outstanding sociologist, PhD required, who is prepared to devote themselves primarily to teaching within an academic environment. The primary duties involve the teaching of two or more sections of introductory sociology with the possibility to teach some higher level courses. With the assistance of an instructional assistant, the appointee will be responsible for the organization and training of teaching assistants for the introductory courses. It is also expected that the appointee will take a leadership role in the introduction of new teaching methodologies and technologies in the department and to share their expertise with their colleagues. The incumbent may choose to engage in pedagogical research activities. Other responsibilities will include student advising, curriculum development and related administrative responsibilities. The Department of Sociology is a research-oriented department with an active graduate programme leading to the degrees of MA and PhD in Sociology. Further information on the Department of Sociology can be found at http://www.soesci.mcmaster.ca/sociology/Salary will reflect experience. The salary floor for 2007/2008 for an Assistant Professor is $55,015 per annum. A benefits package and professional development allowance will be provided. Interested candidates should send a letter of application, the names and contact information for three references, curriculum vitae, and teaching dossier including a summary of teaching evaluations to: Dr. Margaret Denton, Acting Chair, Department of Sociology KTH 627, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4, Canada. The firm closing date for applications is March 31. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be considered first for this position. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **SOCIOLOGY (CRIMINOLOGY & CRIMINAL JUSTICE) — University of Waterloo.** The Department of Sociology, University of Waterloo invites applications for a tenure track appointment at the rank of Assistant Professor in the area of Criminology and Criminal Justice. A completed doctorate is required along with strong evidence of research and teaching accomplishment and likelihood of success in external grants competitions. Duties include a commitment to research, undergraduate and graduate teaching, graduate supervision and service. We are seeking a criminologist specializing in social control, juvenile delinquency and policing, including expertise in areas such as youth crime and youth justice, police decision-making, individual and social determinants of crime and recidivism, and life-course criminology (criminal and deviant career paths) Preference will be given to candidates with secondary expertise in research methods, with a commitment to quantitative, qualitative and mixed methods. In addition to general and honours undergraduate programs the department offers a specialization in Crime, Deviance and Regulation, and Masters and PhD graduate programs, including an approved PhD field of concentration in Crime and Deviance. The department is also active in the interdisciplinary Legal Studies program and an interest in interdisciplinary research and teaching will be an asset. More information about the Department of Sociology and its programs can be found at http://www.sociology.uwaterloo.ca/. Our objective is to recruit a new faculty member who will actively seek external grant support, develop graduate and undergraduate teaching in the areas of the criminology and criminal justice, and collaborate with other crime and legal studies specialists in advancing the university's research programs in these areas. Salary range commensurate with qualifications and experience. Applicants should include a curriculum vitae, a statement of interests, current and projected research activities, a sample of recently published work and evidence of teaching accomplishment, as well as to arrange three letters of reference sent directly to: Professor G Keith Warner, Chair, Department of Sociology, University of Waterloo, Waterloo, Ontario, N2L 3G1; Phone: 519-888-4567 ext. 33678, Fax: 519-746-7326 Applications will be considered until the position is filled with an anticipated starting date of July 1, 2008 All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SPANISH & LATIN AMERICAN STUDIES — University of Waterloo.** Applications are being accepted for a tenure-track position in Latin American Literature and / or Cultural Studies at the Assistant / Associate Professor Level. The department is seeking a researcher and teacher who can contribute to the growth of the undergraduate program in the areas of language, literature, culture and translation studies. An interest in testimonial literature and Human Rights, and experience in International Relations will be considered an asset. Administrative ability and commitment to continuing research PD in a relevant field and have a native or near-native command of Spanish and English.Please send letter of application, curriculum vitae, teaching portfolio, a sample of a recent publication or research work, along with the names of three referees (letters of recommendation are not requested at this stage)to: Dr. Maria del Carmen Sillato, Chair, Department of Spanish and Latin American Studies, University of Waterloo, Waterloo, ON, N2L 3G1; Tel: 519-888-4567, ext. 35710; Fax: 519-746-7831. Email: msillato@walarts.uwaterloo.ca. Starting date will be no later than January 2009 All qualified candidates are encouraged to apply; however, Canadians and Permanent Residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Review of applications will begin on January 15, 2008 and continue until the position is filled.

■ **SPEECH PATHOLOGY & AUDIOLOGY — University of Alberta.** The Department of Speech Pathology & Audiology in the Faculty of Rehabilitation Medicine, University of Alberta, and the Glenrose Rehabilitation Hospital, Capital Health Region, invite applications for a full-time, tenure track, joint research position in audiology Qualified candidates must hold a PhD and demonstrate outstanding potential for an independent research career in audiology. The successful applicant will establish a novel research program in collaboration with the Glenrose Rehabilitation Hospital and with other researchers The position will be dedicated primarily to research but will offer opportunities for graduate teaching and research supervision. Clinical certification and experience in audiological practice are desirable. Salary and rank will be commensurate with qualifications and experience. Applications will be accepted until the position is filled. The position is available as soon as a suitable candidate is found Candidates should forward their curriculum vitae, copies of recent publications, an outline of research and clinical interests and the names of three referees to the address below. The Department of Speech Pathology & Audiology is one of the largest speech-language pathology university programs in Canada and is highly regarded for its supportive learning environment and the outstanding academic, clinical, and research preparation of its graduates. Department faculty members are actively involved in individual and collaborative research in basic and applied communication sciences. The department is considering the addition of an audiology program in the future. The Glenrose Rehabilitation Hospital, situated in downtown Edmonton, Alberta, Canada, is the largest freestanding comprehensive tertiary rehabilitation center in North America serving both children and adults on an inpatient, outpatient, day patient and outreach basis. The facility is recognized internationally for excellence in key areas of complex rehabilitation and specialized geriatrics. Patients come from across central and northern Alberta, as well as neighboring provinces and the territories. The Glenrose Audiology Service, with 10 audiologists, provides tertiary-level care to inpatients and outpatients involved in more than 120 clinics and programs, including service provision in the areas of cochlear implants, vestibular assessment, auditory processing assessment and follow-up, and amplification assessment and verification for young children. The Faculty of Rehabilitation Medicine houses programs in physical therapy, occupational therapy, and speech-language pathology and also offers interdisciplinary research master's and doctoral programs in rehabilitation science. Opportunities are abundant for cross-disciplinary collaboration with researchers within and outside of the faculty. Edmonton, Canada's fifth largest municipality and the province's capital, offers a high quality affordable lifestyle in a natural setting close to the Rocky Mountains. Interested applicants may apply to: Dr. Martin Ferguson-Pell, Dean, Faculty of Rehabilitation Medicine, 3-48 Corbett Hall, University of Alberta, Edmonton, Alberta, Canada, T6G 2G4, Phone: (780) 492-5991; Fax: (780) 492-1626; Email: Martin.ferguson-pell@ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

■ **SPORT MANAGEMENT — Brock University.** The Faculty of Applied Health Sciences is seeking qualified applicants with expertise in sport management or recreation and leisure studies for a 12-month instructional limited term appointment effective July 1, 2008. This position will be cross-appointed to the Departments of Sport Management and Recreation and Leisure Studies. Candidates must be qualified to teach in the areas of finance/economics of sport as well as recreation management, finance, and administration of leisure services. Hiring decisions will be made on the basis of teaching ability and fit with departmental needs. Applicants should have a completed graduate degree (PhD preferred). This position is subject to budgetary approval. The closing date for applications is March 7, 2008 and the review process will continue until the position is filled. Applicants must submit a letter of application, curriculum vitae, and the names of three references to: Dr. Joanne MacLean, Chair, Department of Sport Management, Brock University, St Catharines, Ontario, Canada, L2S 3A1; E-mail: jmaclean@brocku.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Brock University is actively committed to diversity and the principles of Employment Equity and invites applications from all qualified candidates. Women, Aboriginal peoples, members of visible minorities, and people with disabilities are especially encouraged to apply and to voluntarily self identify as a member of a designated group as part of their application. Candidates who wish to have their application considered as a member of one or more designated groups should fill out the Self-Identification Form available at http://www.brocku.ca/humanrights/Images/setIdentification.doc and include the completed form with their application. More information about University can be found on the University's website www.brocku.ca/.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo invites applications for a limited-term position (two years) as a Lecturer in Actuarial Science. Applicants with a PhD degree are preferred, although those with a Master's degree will also be considered seriously. Candidates must be committed to excellence in teaching. Successful applicants may be eligible for reappointment to a second term, and those demonstrating outstanding performance in teaching and service may be considered for an ongoing appointment as a Continuing Lecturer. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. The closing date for applications is February 29, 2008 Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **STATISTICS & ACTUARIAL SCIENCE — University of Waterloo.** Statistics and Actuarial Science at the University of Waterloo invites applications for a tenure-track position in Actuarial Science at the Assistant Professor level. Candidates must have a PhD in an area of the mathematical, statistical or actuarial sciences, and research interests in actuarial science. Professional actuarial qualifications and experience, although not strictly necessary, would be a distinct asset. Departmental strengths in Actuarial Science and Finance cover a wide range of topics including probabilistic and statistical modelling in risk theory, insurance, pensions, solvency management and stochastic models in finance. Additional opportunities for collaboration at the UW can occur through the Centre for Advanced Studies in Finance (www.arts.uwaterloo.ca/ACCT/finance/casf.htm), the Institute of Insurance and Pension Research (www.stats.uwaterloo.ca/sfats_navigation/IPR/IIPR.shtml), and the Institute for Quantitative Finance and Insurance (www.iqfi.uwaterloo.ca/). Applicants must have proven ability in or potential for research, in addition to good teaching and communication skills. Duties include undergraduate and graduate teaching, and the development of an independent research program. The salary offered will be commensurate with qualifications and experience. The closing date for applications is February 29, 2008. Please submit a curriculum vitae, and arrange for at least three letters of reference to be sent to Professor Paul Marriott, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, ON, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **SURGERY — University of Alberta.** The Department of Surgery, Faculty of Medicine and Dentistry at the University of Alberta, Canada, invites applications for a Research Chair in Musculoskeletal Growth and Development. This person will have an appointment in the Division of Pediatric Surgery with a cross appointment in the Division of Surgical Research. The Research Chair will provide leadership in the further development of scoliosis research; develop and maintain a world class research program oriented towards the prevention, diagnosis and treatment of scoliosis. The Research Chair will promote collaborative research across disciplines, building on strengths and utilizing the existing resources available at the University of Alberta. This endowed Chair, named the Shriners Hospitals for Children Endowed Chair in Pediatric Scoliosis Research, is the result of a very generous contribution from the Al Shamal Shriners of Edmonton and northern Alberta. We seek an individual who will complement and extend our existing strengths in cell signaling/cell cycle, protein targeting, organelle biogenesis, cell-cell interaction, neurobiology and RNA localization. We are particularly interested in individuals who investigate questions of musculoskeletal growth and development particularly with respect to the spine, although applicants in all areas of modern cell biology related to growth and development will be given consideration. Applicants must have a PhD and a proven record of research achievement. The successful candidate will conduct a research program in collaboration with a multidisciplinary research group at the University. A contribution to the Department's teaching program will also be expected. Please send a curriculum vitae, a two-page statement of research interests, and arrange to have three letters of reference sent on your behalf. Deadline for receipt of applications is March 31, 2008 Interested applicants may apply to: Dr. Douglas Hedden, Chair, Department of Surgery, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7, Fax: (780) 407-7394; Email: surgeryrecruitment@med.ualberta.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **SYSTEMS & COMPUTER ENGINEERING — Carleton University.** Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 2008. Applicants must have a PhD in Electrical Engineering, Computer Engineering, Biomedical Engineering, or in an equivalent discipline. The successful applicant must have an exceptional teaching ability across a broad range of Electrical and Computer Engineering (ECE) courses, and strong recent research achievements with a practical focus. Membership in a Canadian professional engineering association is required at the time of appointment. Alternatively, clear evidence must be provided that P. Eng. registration will be complete within two years of appointment. Candidates should be ready to teach undergraduate and graduate courses in the area of computer systems and electrical engineering, distributed sensors, real-time embedded systems, communications systems, biomedical and/or software engineering. Candidates must have a demonstrated capability in research in an area of interest to the Department, including sensor systems, computer systems, software engineering, real-time embedded and/or distributed systems, communications systems, biomedical engineering as well as others. Preference will be given to candidates with a track record of teaching, research, and collaboration with industry. Candidates must supply evidence of teaching effectiveness. The successful candidate is also expected to be effective as a graduate supervisor, and must be able to attract funding to support an independent research program yielding high-quality peer-reviewed publications. Information on our graduate and undergraduate programs and our research activities can be found through our Department al Web site at http://www.sce.carleton.ca/. The Department of Systems and Computer Engineering is research-intensive and hosts a large and active community of some 45 research faculty and over 275 graduate students in several programs. In addition, the Department participates in a broad range of undergraduate programs covering the ECE spectrum Full advantage is taken of the high concentration of industry, government, and university technology organizations in the Ottawa area. Applications, with a detailed curriculum vitae and the names of three referees should be sent to: Prof V. Aitken, P.Eng., Chair, Department of Systems and Computer Engineering, Carleton University, 1125 Colonel By Drive, ME4456, Ottawa, Ontario, K1S 5B6, Canada, Email: chair@sce.carleton.ca; Telephone: (613) 520-5742; Fax: (613) 520-5727. Salary will be commensurate with qualifications and experience. Applications will be accepted until the position is filled. All qualified candidates are encouraged to apply. Carleton University is strongly committed to fostering diversity within its community as a source of excellence, cultural enrichment, and social strength. We welcome those who would contribute to the diversification of our faculty and scholarship including but not limited to women, visible minorities, Aboriginal peoples, persons with disabilities, and persons of any sexual orientation or gender identity In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents

■ **SYSTEMS & COMPUTER ENGINEERING — Carleton University.** Carleton University is introducing the first Bachelor of Engineering degree in Canada dedicated to Sustainable and Renewable Energy (SuRE) Engineering. This multidisciplinary program involves all four of Carleton's engineering departments. In support of this exciting new program, applications are invited for a tenure-track position at the Assistant Professor level in the Department of Systems and Computer Engineering to commence July 1, 2008 Applicants must have a PhD in Electrical Engineering, Computer Engineering, Energy Engineering or in an equivalent discipline. The successful applicant must have an exceptional teaching ability across a broad range

Dean of Science

University of New Brunswick, Fredericton

The University of New Brunswick in Fredericton invites nominations and applications for the position of Dean of the Faculty of Science. The appointment is for a five-year renewable term effective July 1, 2008.

The Faculty of Science is the largest and most comprehensive Science Faculty in New Brunswick that includes the departments of Biology, Chemistry, Geology, Mathematics and Statistics, and Physics. The Faculty has a complement of 87 FTE faculty members with 800 undergraduate and 150 graduate FTE students. This is a research intensive Faculty that attracts substantial dollars annually in external research grants and has centres of research excellence and innovation in all departments. The Dean is the chief academic and operating officer of the Faculty with an annual budget of 10.6 million. UNB is one of Canada's leading comprehensive universities and seeks a Dean of Science committed to building on the Faculty's solid foundation of excellence.

Candidates for the deanship should have outstanding academic and administrative skills, as well as an established research record. In particular, candidates should have strong communication skills and a track record of innovation in administration. They should also possess leadership skills and the personal style needed to work well with a large and diverse group of people, and to maintain positive associations with members of both the public and private sectors.

The Faculty of Science is housed on the Fredericton campus of UNB in the capital city of New Brunswick, situated on the beautiful Saint John River. UNB has a rich history and a legacy of excellence, making a significant difference to economic, social and cultural development in New Brunswick and around the world.

Inquiries, nominations and applications should be addressed to:

Dr. Jane Fritz
Acting Vice-President Fredericton (Academic)
University of New Brunswick
P.O. Box 4400, Fredericton,
NB Canada E3B 5A3
e-mail: vpacad@unb.ca
Fax: (506) 453-4908

UNB
UNIVERSITY OF NEW BRUNSWICK

Applicants should include curriculum vitae and the names of three referees. The deadline for applications is March 31, 2008.

All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

UNIVERSITY OF ALBERTA
EDMONTON ALBERTA CANADA

www.careers.ualberta.ca

Faculty Positions, Department of Medicine

The Department of Medicine at the University of Alberta, in partnership with Capital Health, represent one of Canada's leading Academic Health Sciences Centres, recognized nationally and internationally for combined leadership in research, education and clinical services.

The Department of Medicine is looking for exceptionally talented individuals to join our outstanding Department in the following areas: Cardiology, Dermatology, Endocrinology, Gastroenterology, General Internal Medicine, Geriatric Medicine, Hematology, Infectious Diseases, Neurology, Pulmonary Medicine, and Rheumatology.

The University of Alberta in Edmonton is one of the top 100 teaching and research universities in the world serving some 36,000 students with more than 11,000 faculty and staff Founded a century ago, the University has an annual budget in excess of $1 billion and attracts more than $400 million in external research funding

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Interested applicants may apply to

Dr. Jon Meddings
Chair, Department of Medicine
2F1.30 Walter C. Mackenzie Centre
University of Alberta
Edmonton, Alberta, Canada T6G 2R7

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered The University of Alberta hires on the basis of merit We are committed to the principle of equity in employment We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

CAREERS CARRIÈRES

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■ **THÉÂTRE (HISTOIRE ET THÉORIE) — Université d'Ottawa.** Le Département de théâtre de la Faculté des arts de l'Université d'Ottawa sollicite des candidatures pour un poste de professeur adjoint menant à la permanence avec entrée en fonction le 1er juillet 2008. Pour plus de renseignements sur nos programmes d'enseignement et de recherche, voir http://www.theatre.uottawa.ca/fra/. Situé au cœur de la capitale nationale, à proximité de Montréal et de Toronto, entouré d'un riche éventail d'institutions culturelles, le Département de théâtre offre une mineure, une majeure comportant deux profils et un programme spécialisé approfondi en théâtre, en français et en anglais. Au deuxième cycle, il offre un programme pratique de maîtrise en mise en scène et un tout nouveau programme de maîtrise ès arts en théorie et en dramaturgie sera offert à partir du mois de septembre 2008. Qualifications requises: Doctorat en théâtre; connaissance approfondie de l'histoire du théâtre avec une expérience additionnelle en théâtre canadien anglais; une connaissance approfondie de la théorie théâtrale un atout; un dossier de publications savantes; expérience en enseignement universitaire à plusieurs niveaux. Le candidat retenu doit pouvoir fonctionner dans un milieu bilingue, contribuer au programme de la maîtrise et enseigner des cours de premier cycle dans les domaines mentionnés ci-haut. L'enseignement se fera initialement en anglais. Le salaire sera établi en conformité avec les dispositions de la convention collective. Les personnes désireuses de poser leur candidature doivent faire parvenir leur curriculum vitae détaillé et deux exemplaires de leur principales publications, et voir à ce que trois lettres de recommandation soient envoyées sous pli séparé à l'attention de la directrice, Département de théâtre, Université d'Ottawa, 135 Séraphin Marion, Ottawa (Ontario), K1N 6N5. La date limite du dépôt des candidatures est le 1er avril 2008. Nous encourageons tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université d'Ottawa souscrit à l'équité d'emploi et elle encourage les Autochtones, les membres des minorités visibles et les personnes handicapées à postuler.

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■ **THEATRE (DIRECTING & ACTING) — University of Ottawa.** The Department of Theatre of the Faculty of Arts of the University of Ottawa invites applications from theatre artists and specialists for a tenure-track position at the Assistant Professor level to commence July 1, 2008. For more detail on our programs, please visit http://www.uottawa.ca/academic/arts/theatre/eng/index.html. The University of Ottawa is located in the heart of the National Capital which is home to a wealth of artistic institutions and is ideally situated between Montreal and Toronto. The Department of Theatre is a rapidly growing department with an exciting MFA program in Directing and a new MA in Theatre, in the area of theory and dramaturgy, which will be inaugurated in September, 2008. At the undergraduate level the Department offers a Minor, a Major comprising two streams, and an Honours Specialist in Theatre. Each of these programs is available in French and in English. Qualifications: experience in teaching Directing and Acting; related courses at advanced levels, such as university, college or conservatory; an MFA in Theatre, or the equivalent, and considerable professional experience; specialization in Directing and in Acting techniques pertaining to either modern or classical traditions in French language theatre, or both. Expertise in one or more of the following areas: Practice of Theatre, Speech, Movement or Voice would be considered an asset. The successful candidate will be able to function in a bilingual environment, contribute to the MFA program in Directing and teach undergraduate courses in the areas outlined above. The initial teaching load will be in French. Salary is in accordance with the Collective Agreement. Applicants should send a detailed curriculum vitae, and arrange for three letters of reference to be sent directly to: The Chairperson, Department of Theatre, University of Ottawa, 135 Séraphin Marion, Ottawa, ON, K1N 6N5. The deadline for receipt of applications is April 1st, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy; women, Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

■ **THEATRE (HISTORY & THEORY) — University of Ottawa.** The Department of Theatre of the Faculty of Arts of the University of Ottawa invites applications for a tenure-track position at the Assistant Professor level to commence July 1, 2008. For more detail on our programs, please visit http://www.uottawa.ca/academic/arts/theatre/eng/index.html. The University of Ottawa is located in the heart of the National Capital which is home to a wealth of artistic institutions and is ideally situated between Montreal and Toronto. The Department of Theatre is a rapidly growing department with an exciting MFA program in Directing and a new MA in Theatre, in the area of theory and dramaturgy, which will be inaugurated in September, 2008. At the undergraduate level the Department offers a Minor, a Major comprising two streams, and an Honours Specialist in Theatre. Each of these programs is available in French and in English. Qualifications: a PhD in Theatre; with specialization in Theatre History and additional expertise in English Canadian theatre; a proficient knowledge of theatre theory is an asset; scholarly publications are required; experience in University teaching at a variety of levels is expected. The successful candidate will be able to function in a bilingual environment, contribute to the MA program and teach undergraduate courses in the areas outlined above. The initial teaching load will be in English. Salary is in accordance with the Collective Agreement. Applicants should send a detailed curriculum vitae, two samples of their scholarly writings, and arrange for three letters of reference to be sent directly to. The Chairperson, Department of Theatre, University of Ottawa, 135 Seraphin Marion, Ottawa, ON K1N 6N5. The deadline for receipt of applications is April 1st, 2008. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Equity is a University of Ottawa policy. Aboriginal peoples, members of visible minorities and persons with disabilities are encouraged to apply.

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The effective date of the appointment will be July 1st, 2008, but is flexible. Applicants should submit a cover letter, current CV, three letters of recommendation, teaching evaluations and a sample publication, thesis proposal or completed thesis, **electronically to: deansoffice@business.queensu.ca.**

Dr. Brent Gallupe, Associate Dean
Queen's School of Business – Rm. 346 Goodes Hall
Kingston, Ontario K7L 3N6

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COMMENTARY TRIBUNE LIBRE

JNF Award Incompatible with Diversity & Tolerance

By MICHAEL LYNK, REBECCA COULTER, DAVID HEAP & RANDA FARAH

Universities must not endorse organizations that act contrary to the institution's mission, say University of Western Ontario professors Michael Lynk, David Heap, Rebecca Coulter and Randa Farah.

THE UNIVERSITY of Western Ontario announced in December that university president Paul Davenport would be the 2008 honouree at the Jewish National Fund's Negev dinner. This is not an isolated case. At least two other Canadian university presidents – at McGill and McMaster – have accepted similar "honours" from the JNF in recent years. But is the JNF an organization which universities should publicly endorse?

Let us state at the outset that we are all supportive of a campus, a community and a world that is tolerant, embraces diversity and advances justice and social equity. Many organizations do so, and are worthy of support and endorsement. The JNF is not one of them. It promotes exclusion, dispossession and institutionalized discrimination, a point which has been made by the United Nations and by human rights organizations representing Palestinian Arabs in Israel and the occupied territories. Even the attorney general of Israel has expressed the view that the JNF's discriminatory land practices would not stand up to a legal challenge in court.

Four points need to be made.

First, the JNF holds 13 per cent of the land in Israel, and it is reserved by law for exclusive benefit and use by Jews worldwide. Palestinians, who formed a majority in Mandatory Palestine before the 1948 Arab-Israeli conflict and today constitute 20 per cent of Israel's population, are forbidden by the JNF covenant from leasing these lands.

As Israeli historian Ilan Pappe observes, the JNF also acts as the "custodian" responsible for guarding the "Jewishness" of other lands in Israel that it doesn't own. It does this by playing an influential role in the directorship of the Israel Lands Authority, a state body that manages another 80 per cent of the lands in Israel. Together, these two interlocking institutions control almost all of the land in Israel, which – with a few short-lease exceptions – is not available to Palestinian citizens of the country.

Much of the land originally belonged to externally displaced Palestinians who were expelled or fled under threat in 1948 and had their properties expropriated by Israel. Other property holdings owned by Palestinian refugees inside Israel (classified by the Jewish state as "present absentees"), who left their homes, even if for a short time during the conflict and subsequently, were confiscated under the Absentees Property Law of 1950.

A series of legislative measures allows the JNF and the ILA to act as agents for a disguised state policy of dispossession. In the words of Adalah, the Legal Centre for Arab Minority Rights in Israel, "this discriminatory policy contributes to the institutionalization of racially-segregated towns and villages throughout the state."

These discriminatory practices – reserving in law almost all of the nation's lands for the Jewish majority, to the detriment of the dispossessed Palestinian Arab citizens of Israel – are contrary to the values of a modern liberal and democratic state. In 2000, the Supreme Court of Israel issued a ruling (the *Qa'dan* case) that challenged the JNF's exclusionary policies and practices.

In July 2007, the Israeli Knesset passed the first reading of the Jewish National Fund Bill, which seeks to undo the 2000 Supreme Court ruling. The proposed statute states that: "leasing of Jewish National Fund's lands for the purposes of the settlement of Jews on these lands will not be seen as improper discrimination." The bill was denounced as "racist" legislation in an editorial published last July in Ha'aretz, one of Israel's most influential newspapers, which noted "The Jewish National Fund's land policy counters the interests of the state and cannot discriminate by law against the minority living in Israel."

Second, the discriminatory policies and practices of the Jewish National Fund have been criticized by a number of respected bodies.

In 1998, the United Nations Committee on Economic, Social and Cultural Rights reported that the "large-scale and systematic confiscation of Palestinian land and property by the State and the transfer of that property to these agencies constitute an institutionalized form of discrimination because these agencies by definition would deny the use of these properties by non-Jews. Thus, these practices constitute a breach of Israel's obligations under the [International Covenant on Economic, Social and Cultural Rights]."

In 2005, Israeli Attorney General Menachem Mazuz suggested the Israel Land Authority should cut its ties with the JNF because the JNF excludes Palestinian citizens of Israel from leasing its property. Two Israeli civil-rights organizations had appealed to the Supreme Court claiming the exclusion of Arab Israelis from JNF properties was racist and violated the principle of equality.

The Land Authority noted that JNF properties are "intended for the development of Jewish settlement in the Land of Israel," and that "all the funds of the JNF are from Jewish donors."

According to an article that appeared March 18, 2005 in the Jewish Daily Forward, Mazuz declined to defend the case, concluding the authority's claim would not hold up in court. The justices had ruled in an earlier case that "Jews-only" clauses were illegal.

[Jewish National Fund] practices constitute a breach of Israel's obligations under the [International Covenant on Economic, Social and Cultural Rights].

Third, JNF-Canada is the sponsoring organization of Canada Park, which has been built in the occupied Palestinian territories on the ruins of three Palestinian villages (Imwas, Yalu and Beit Nuba). The villages were deliberately destroyed by Israel in 1967. The destruction of the Palestinian villages, and the denial of the villagers' right to return to their homes, are grave violations of the 4th Geneva Convention of 1949.

In 1986, a United Nations special committee reported to the secretary general it was deeply concerned "that these villagers have persistently been denied the right to return to their land on which Canada Park has been built by the Jewish National Fund of Canada and where the Israeli authorities are reportedly planning to plant a forest instead of allowing the reconstruction of the destroyed villages."[1]

The tragedy of Canada Park has also been the subject of a critical investigative documentary that aired in 1991 on the CBC's The Fifth Estate. The documentary established that Canada Park in Israel was built entirely within the occupied territories, that Imwas, Yalu and Beit Nuba were intentionally destroyed in order to prevent the villagers from returning and that JNF-Canada is the principal funding body for the park.

In the documentary, former Israeli Knesset member Uri Avnery calls the destruction of the three Palestinian villages a "war crime under international law, and the endorsement of the naming of the park after the name of Canada as implicating Canada with giving a cover to war crimes."

Al-Haq, a Palestinian human rights organization affiliated with the International Commission of Jurists, pointed out in a June 2007 legal brief that Canada Park "was funded by donations to the Jewish National Fund in Canada, which were subsidised as tax-deductible by the Canadian government. Thus Canada, far from fulfilling its obligation to put an end to the illegal situation created by Israel in this part of the occupied Palestinian territory, is responsible for breaching its duty of non-recognition and is complicit in the creation of facts which consolidate the illegal situation and prejudice the realisation of the Palestinian right to self-determination."

Fourth, the JNF is currently promoting the settlement of significant numbers of Jews in Israel's Negev Desert to the detriment of the indigenous Bedouin Arab population. The Bedouins in southern Israel have had their traditional grazing lands confiscated by the Israeli government, and many Bedouin villages are unrecognized by the government in order to justify Israeli policies that deny them basic services like running water, electricity, garbage collection, proper education and social services.

The JNF's project, "A Miracle in the Desert," is intended to settle half a million Jews on land once owned by Bedouins in 25 low-density housing communities over the next decade. This project is being challenged legally and politically by Bedouins wanting to reclaim their land.

Like indigenous peoples in other countries, the Palestinian population, including the Bedouins in the Negev, have been and continue to be dispossessed of their land, their resources and their livelihood for the near exclusive benefit of the occupying population.

While countries like Canada move slowly towards reconciliation with aboriginal peoples through land settlements and compensation, the Bedouins instead face further dispossession, which is materially aided and abetted by the JNF. Funds raised at events, such as the dinners at which university presidents are honoured, contribute to projects which serve to further dispossess the Bedouins and other Palestinians.

Unfortunately, the discriminatory and exclusionary features of the JNF's practices and policies in Israel and the occupied Palestinian territories are not well known in North America. And it is important to note that the JNF's discriminatory record stands in sharp contrast to that of other Israeli organizations that promote equality and nondiscrimination between Palestinians and Israeli Jews, such as the Association for Civil Rights in Israel, Adalah, Zochrot and B'Tselem.

When a university president chooses to accept an invitation to be a JNF honouree, this amounts to a statement endorsing its work and is thus contrary to the mission of a modern university in a diverse and tolerant society. Public endorsements are not given to other organizations which discriminate against indigenous, ethnic or racialized groups. They should not be given to the JNF. ■

1. UN report A/41/680, 20 October 1986 [http://www.google.ca/search?hl=en&q=+UN+report+A%2F41%2F680%2C+20+October+1986&btnG=Search&meta=].

Michael Lynk (law), Rebecca Coulter (education), David Heap (French studies) and Randa Farah (anthropology) are faculty members at the University of Western Ontario. Correspondence between 36 concerned faculty members and the president of UWO can be found at http://publish.uwo.ca/~djheap/equalityforall/ along with several related letters and links to background documentation.

The views expressed are those of the authors and not necessarily CAUT.